

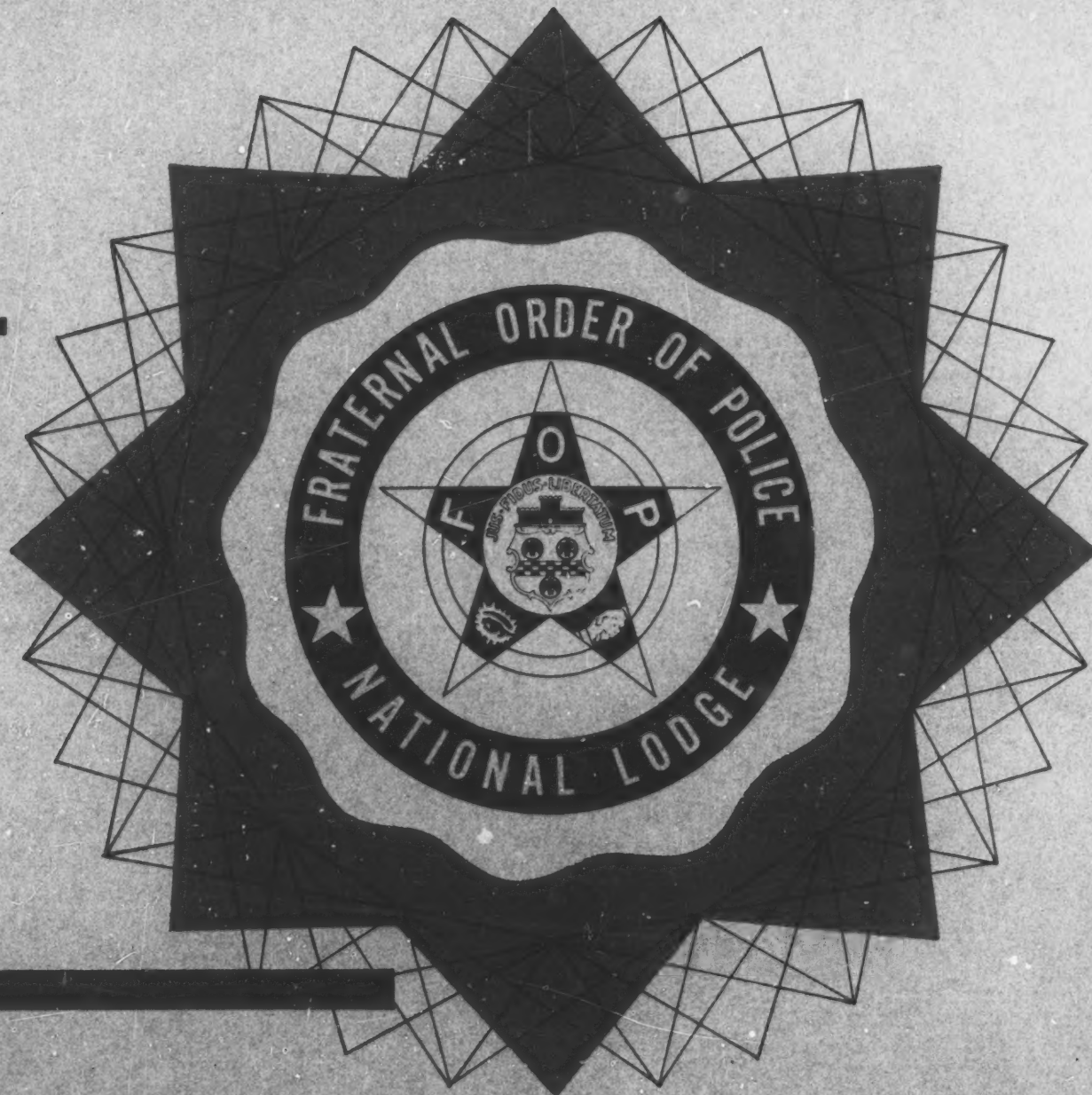
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30TH EDITION

FRATERNAL ORDER OF POLICE

NATIONAL LODGE

**THE ONLY NATIONAL
POLICE ORGANIZATION**



**A SURVEY OF 1981
SALARIES AND WORKING CONDITIONS OF THE
POLICE DEPARTMENTS IN THE UNITED STATES**

Published March 15, 1981

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WHAT...



is the Fraternal Order of Police?

The Fraternal Order of Police is an organization of Police Officers, incorporated in the State of Pennsylvania under the Non-Profit Corporation Law. Its name and insignia is registered in the United States Patent Office in Washington, D.C. Its membership is restricted to full-time Law Enforcement Officers of all ranks who are employed by Federal, State or local government.

The Fraternal Order of Police is composed of:

(1) **National Lodge**—made up of delegates from all subordinate Lodges assembled in Biennial Conference; managed by a Board of Directors between Conferences.

(2) **State Lodges**—formed when there are three or more Lodges in a state; composed of delegates from all subordinate Lodges assembled in Biennial or Annual Conferences; managed by a Board of Directors between Conferences.

(3) **Subordinate Lodges**—formed at the request of ten or more members of a Law Enforcement Agency; managed by a Board of Directors elected from among the members annually, or biennially. At the present time, the Order is composed of approximately 150,000 members in 1350 subordinate Lodges in 42 States. There are 31 State Lodges.

Our subordinate Lodges are operated on dues received from their members at a rate prescribed by their own By-Laws. State Lodges and the National Lodge are operated on Per Capita Tax paid by the subordinate Lodges on the basis of their membership.

All actions of the Board of Directors of the National Lodge are reported to the subordinate Lodges in the form of minutes, which include financial reports of money received and money spent. The financial affairs of the National Lodge are audited by a Certified Public Accountant.

We cannot attest to the accuracy of the figures used in this survey as the

WHAT...



does the National Lodge do?

(1) Provides the means whereby the Order is introduced to Police Officers.

(2) Provides an Income Tax Exemption to each subordinate Lodge so that all its revenue may be used for Lodge programs.

(3) Provides Human Rights and Law Enforcement Study. A policeman must make split-second decisions. But it is often hard to resolve questions of individual rights vs. rights of the public. The F.O.P. is studying the problem in co-operation and in conjunction with the U.S. Attorney General's office. Purpose, to aid in formulating a uniform national policy of procedure.

(4) Through its National Legislative Committee promotes, in the Nation's Capitol, legislation beneficial to all Police Officers and is the watchdog for detrimental legislation. It has been successful, so far, in keeping out of Social Security those Policemen with adequate retirement systems who do not want Social Security. Also, sponsored Police Survivorship Bill that provides pension benefits for police officers killed or injured while apprehending persons suspected of committing or attempting to commit a crime against the United States.

Obtained the approval of the U.S. Postmaster General for the issuance of Law & Order Commemorative Stamp honoring policemen.

(5) Publishes an Annual Survey of the Salaries and Working Conditions of Police Departments. It has become the principal reference book on Police salaries and has enabled our Lodges to secure higher salaries and improve their working conditions.

(6) Issues a bi-monthly publication which is mailed direct to the homes of each of its members throughout the country. This provides a medium for the exchange of ideas and acquaints the membership with the progress of their fellow members.

(7) Compiles and publishes data on subjects that affect the welfare of Police Officers, such as integration of Police and Fire Departments, Social Security for Policemen, Citizen Police Review Boards, etc.

(8) Provides Group Life Insurance and a Family Supplemental Hospitalization Plan at reduced rates for members.

are compiled from information received from various police agencies.

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	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	After 20 Yrs of Service														After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service							
POPULATION OVER 1,000,000																																				
Chicago, Ill.	80,614	—	26,400	38,040	23,964	35,340	20,784	31,020	18,696	28,488	17,604	27,096	30	Y	10,200	40	20-28	N	13	\$400	100%	182	2,500	N	—	50%	60%	70%	53	23	63	N	Y			
Detroit, Mich.	60,633	60,633	—	—	36,165	36,165	32,206	32,206	—	—	21,266	26,398	4	Y	4,184	40	10	Y	10	—	—	17	5,000	N	—	—	60%	70%	46	30	60	Y	Y			
Houston, Tex.	—	64,064	—	34,239	—	29,772	—	25,888	—	25,888	19,801	23,257	4	Y	3,064	40	15	Y	10½	\$350	100%	15	20,000	Y	30%	40%	50%	60%	55	20	65	N	N			
New York, N.Y.	43,167	48,892	34,286	41,772	29,737	35,165	26,065	27,729	18,657	35,165	16,619	21,482	3	Y	20,000	42	22-27	Y	11	\$365	50%	100%	—	Y	50%	58½%	66½%	75%	41	20	63	Y	N			
Philadelphia, Pa.	36,725	38,315	28,259	29,482	24,788	25,862	21,744	22,685	20,600	21,491	17,499	19,900	2	Y	6,339	40	10-20	Y	14	\$175	100%	20	20,000	Y	50%	62½%	75%	87½%	45	10	70	N	Y			
Washington, D.C.	56,750	60,190	30,421	32,292	25,676	30,814	22,214	27,769	20,445	26,578	16,356	23,553	15	Y	3,880	42½	20-26	Y	10	\$300	50%	13	—	Y	50%	65%	80%	80%	41	20	64	N	Y			
POPULATION: 500,000 TO 1,000,000																																				
Baltimore, Md.	—	—	23,455	27,746	20,349	24,064	18,100	21,185	13,550	18,420	13,550	18,420	25	Y	—	40	10-20	Y	14	\$180	100%	100%	13,000	Y	40%	50%	58½%	66½%	50	25	60	N	Y			
Boston, Mass.	—	—	36,274	—	31,143	—	26,734	—	17,252	17,473	16,808	21,281	25	Y	2,105	40	20	Y	13	\$400	75%	15	—	Y	—	—	—	—	55	20	65	Y	Y			
Cleveland, Ohio	43,235	43,235	28,420	28,920	24,743	25,243	21,572	22,072	19,021	19,261	18,021	19,021	2	Y	1,870	40	10-25	Y	11	\$250	100%	15	10,000	Y	50%	60%	70%	72%	48	25	65	N	N			
Dallas, Tex.	41,427	61,410	27,852	29,052	25,536	26,736	23,268	24,468	—	—	17,544	21,348	3	Y	1,987	40	12-20	Y	8	—	100%	12	5,000	Y	50%	65%	72½%	80%	50	20	65	N	N			
Honolulu, Hi.	—	46,200	20,328	—	18,708	—	17,256	—	17,256	—	15,300	22,104	18	Y	1,464	40	21	Y	14	—	50%	21	—	Y	—	65%	—	—	—	25	70	Y	Y			
Indianapolis, Ind.	31,846	—	21,674	—	20,359	—	19,440	—	—	—	14,401	18,323	2	Y	970	40	21-35	Y	0	\$600	50%	90	5,000	N	50%	60%	70%	74%	41	20	65	Y	Y			
Kansas City, Mo.	47,184	47,184	28,476	29,904	—	—	23,472	25,884	16,920	21,612	14,616	21,512	8	N	855	40	12½-25	Y	8	\$25	100%	30	5,000	N	40%	50%	60%	60%	60	25	65	N	Y			
Memphis, Tenn.	30,000	30,000	23,628	23,628	21,035	21,035	18,888	18,888	—	—	11,280	17,532	4	Y	954	40	10-25	Y	10	\$150	50%	12	2,000	Y	—	56¼%	61¼%	66¼%	—	25	60	Y	Y			
Milwaukee, Wis.	49,714	53,770	28,708	31,051	24,541	27,604	21,817	23,597	21,371	22,813	17,812	20,705	4	—	1,718	40	10-25	Y	12	\$100	100%	15	11,000	Y	45½%	57¾%	68¼%	80¼%	52	25	63	N	Y			
New Orleans, La.	36,768	51,720	24,888	35,016	19,500	27,444	16,848	22,572	—	—	13,188	18,576	—	Y	1,390	40	13-25	Y	10	\$275	100%	13	3,000	Y	50%	62½%	80%	80%	—	20	65	Y	Y			
Phoenix, Ariz.	39,960	56,904	27,540	39,204	29,952	33,096	24,540	27,120	19,848	21,948	15,288	20,616	5	N	1,694	40	12-21	Y	11½	\$400	100%	15	8,000	Y	50%	55%	60%	60%	—	20	56	Y	Y			
San Antonio, Tex.	46,519	—	29,076	—	26,496	—	22,500	—	19,572	—	14,208	18,096	5	Y	976	40	15	Y	10	\$300	100%	15	—	Y	40%	50%	60%	60%	50	20	65	N	Y			
San Diego, Calif.	33,436	55,788	27,612	34,648	23,920	30,264	20,774	26,338	17,784	22,724	15,600	22,724	3	N	1,384	40	10-20	Y	9	\$250	100%	13	5,000	Y	40%	65½%	78½%	94½%	50	20	—	N	Y			
San Francisco, Calif.	63,658	63,658	36,827	36,827	31,372	31,372	27,457	27,457	25,395	27,457	20,436	23,647	3	N	1,971	40	5-20	Y	12	—	50%	13	—	Y	—	55%	75%	75%	55	30	65	N	—			
San Jose, Calif.	53,974	65,604	35,161	44,041	30,380	38,065	26,225	32,882	—	—	20,566	28,363	3½	N	844	40	10-20	Y	0	\$450	50%	12	5,000	Y	50%	62½%	75%	75%	55	20	65	N	Y			
San Mateo, Calif.	—	42,144	—	—	28,836	32,436	22,932	26,664	—	—	18,276	22,344	5	N	102	40	10-20	Y	12	\$300	50%	12	10,000	Y	40%	50%	60%	70%	50	5	65	N	N			
Seattle, Wash.	55,848	—	37,440	38,832	32,520	33,780	29,040	30,528	25,560	—	20,016	24,816	5	Y	1,030	40	12-30	Y	11	\$225	100%	180	—	Y	40%	50%	60%	70%	46	10	—	N	N			
POPULATION: 250,000 TO 500,000																																				
Albuquerque, N.M.	—	—	22,588	28,558	19,281	24,398	16,494	20,862	12,563	17,139	12,563	17,139	9	Y	396	40	12½-20	Y	9	\$600	50%	12	—	N	50%	62½%	—	—	—	20	60	Y	N			
Atlanta, Ga.	35,183	44,933	19,193	24,406	17,035	21,737	15,124	19,193	14,539	18,439	13,447	17,035	7	N	1,319	40	10-20	Y	9	\$210	100%	13	5,000	N	40%	50%	60%	70%	55	25	65	N	N			
Birmingham, Ala.	36,374	44,174	23,452	31,434	19,292	25,844	16,692	22,334	—	—	13,754	19,292	4½	Y	678	40	12-25	Y	13	100%	100%	—	Y	—	50%	60%	70%	—	25	70	N	N				
Charlotte, N.C.	33,175	42,343	20,366	25,993	—	—	20,366	23,576	—	—	13,128	18,472	4½	Y	473	41¼	14-28	Y	9	\$400	100%	12	—	Y	—	—	—	—	50	15	65	N	Y			
Cincinnati, Ohio	36,748	42,541	31,257	32,665	26,764	28,160	23,533	24,276	21,929	22,602	18,795	20,927	3	Y	991	40	11-24	Y	10	\$175	100%	13	10,000	Y	—	—	72%	72%	52	25	70	Y	Y			
El Paso, Tex.	32,985	43,782	19,609	25,026	16,938	21,620	15,364	19,610	13,935	18,674	12,640	16,938	7	Y	425	40	15-24	Y	8	\$300	80%	15	10,000	Y	50%	62½%	75%	75%	45	20	—	Y	Y			
Jersey City, N.J.	34,422	36,439	27,119	29,830	24,612	27,073	22,105	24,315	19,556	21,522	14,000	20,263	3	Y	939	40	25-30	Y	14	\$390	100%	365	5,000	Y	—	60%	65%	—	—	25	65	Y	Y			
Las Vegas, Nev.	37,500	—	23,713	31,072	21,974	28,753	20,223	26,473	16,733	26,473	16,078	21,823	7	Y	746	40	15-20	Y	9	\$290	100%	12	6,000	Y	50%	62½%	75%	75%	50	20	65	Y	N			
Long Beach, Calif.	41,965	41,965	32,447	40,060	27,084	33,420	23,266	28,685	18,785	23,266	18,785	23,266	3½	N	614	40	12-17	Y	12	100%	100%	12	5,000	Y	40%	50%	64¼%	94¼%	50	5	60	N	N			
Louisville, Ky.	—	33,210	—	22,089	—	19,739	—	17,576	—	15,911	12,396	15,662	5	Y	669	40	10-20	Y	8	\$400	50%	18	5,000	Y	50%	65%	75%	75%	—	20	62	N	N			
Miami, Fla.	—	—	25,992	36,600	22,464	31,596	19,416	27,300	—	—	16,752	23,592	15	Y	654	40	14-35	Y	11	—	100%	12	10,000	Y	50%	62½%	75%	87½%	50	25	—	Y	Y			
Nashville, Tenn.	32,184	43,140	18,528	24,792	16,968	22,704	15,096	20,208	14,112	18,660	13,440	17,988	5½	Y	1,066	40	20	N	10	\$250	75%	12	36,000	Y	40%	50%	58¼%	67¼%	55	20	55	Y	Y			
Newark, N.J.	—	36,3																																		

250,000 TO 500,000 (Continued)

Rochester, N.Y.	—	43,855	29,238	30,939	25,423	26,901	22,107	23,393	20,666	25,148	17,467	20,341	3	Y	643	40	12-25	Y 11	\$300	100%	180	—	Y	50%	—	—	66%	55	25	62	N	Y
Sacramento, Calif.	42,780	52,080	34,680	41,472	28,812	36,192	21,144	31,248	21,144	31,248	18,132	26,796	6	Y	400	40	10-20	Y 12½	\$460	100%	12	1,000	Y	48%	60%	72%	75%	50	5	60	N	N
St. Paul, Minn.	40,377	56,193	27,431	37,114	24,508	33,121	21,872	29,571	—	—	19,027	25,735	15	Y	548	40	10-22	Y 11	\$280	100%	15	5,000	Y	40%	50%	—	—	50	20	—	Y	Y
Tampa, Fla.	34,674	—	24,421	26,586	21,548	23,382	19,404	21,150	16,796	17,547	13,437	16,619	7	Y	567	42½	12	Y 11	\$300	100%	12	12,500	Y	50%	62½%	65%	—	46	20	—	N	N
Tucson, Ariz.	34,000	41,000	26,136	35,148	22,536	30,300	19,428	26,136	15,948	21,456	15,948	21,456	7½	Y	480	40	13-20	Y 10	100%	75%	13	—	Y	50%	55%	60%	60%	41	20	—	Y	N
Tulsa, Ok.	34,788	52,188	22,908	35,424	20,808	31,200	19,056	21,516	17,244	19,728	14,232	17,076	3	Y	697	40	10-25	Y 10	\$200	100%	12	—	Y	50%	62½%	75%	75%	55	20	70	N	Y
Wichita, Kan.	31,776	41,889	19,100	24,747	17,264	22,290	15,246	19,585	14,520	18,613	13,835	17,696	5	Y	293	40	12-22	Y 10	\$250	75%	12	3,000	N	50%	62½%	75%	75%	50	20	—	Y	Y

POPULATION: 100,000 TO 250,000

Albany, N.Y.	31,200	31,200	20,963	20,963	18,447	18,447	17,577	17,577	14,977	15,839	14,977	15,839	4	N	374	40	21	Y	11	—	100%	100%	—	Y	—	50%	—	—	55	25	70	N	Y
Alexandria, Va.	40,560	57,068	26,222	36,935	22,653	31,907	20,548	28,942	17,751	25,003	15,756	22,664	9	N	242	40	13-26	Y	9	\$440	100%	13	—	Y	—	—	—	—	—	60	Y	N	
Allentown, Pa.	—	31,741	19,774	21,893	18,728	19,846	17,682	19,900	17,682	19,800	16,636	18,755	20	Y	152	40	15-25	Y	11	\$100	100%	30	12,000	Y	50%	—	—	50	20	65	Y	Y	
Anaheim, Calif.	44,865	54,537	34,798	43,078	34,964	38,542	28,995	33,488	21,923	26,644	19,884	25,376	3½	N	323	40	10-23	Y	11½	100%	100%	10	20,000	N	40%	50%	75%	75%	50	5	60	N	N
Baton Rouge, La.	29,976	40,188	18,552	20,412	16,056	17,652	14,568	16,056	—	—	10,920	14,568	5½	Y	569	40	12-24	Y	11	—	50%	12	16,000	Y	50%	75%	90%	90%	50	10	60	Y	N
Berkeley, Calif.	36,600	50,700	34,836	38,376	30,828	33,996	26,004	28,620	27,288	30,084	20,340	26,004	25	N	163	40	12-25	Y	14	\$250	100%	12	10,000	Y	—	—	—	50	5	—	N	N	
Bridgeport, Conn.	38,845	38,845	25,194	27,594	22,658	23,994	20,193	20,864	19,554	20,503	15,468	18,146	2	Y	375	35	7-35	Y	12	\$350	100%	100%	5,000	Y	50%	62½%	75%	75%	45	20	—	Y	Y
Cambridge, Mass.	39,100	—	27,196	—	23,344	—	20,038	—	—	—	15,450	17,200	2	Y	285	40	10-25	Y	13	\$350	100%	100%	—	Y	—	—	—	55	20	65	Y	N	
Camden, N.J.	32,100	32,100	26,050	26,050	23,674	23,674	21,542	21,542	20,258	—	13,939	18,775	1	Y	315	37	15-25	Y	14	\$850	100%	20	—	Y	50%	60%	65%	65%	—	25	—	Y	N
Canton, Ohio	29,727	29,727	22,637	22,937	19,998	20,298	17,662	17,962	—	—	14,845	15,895	1	Y	180	40	—	Y	11	\$350	100%	15	10,000	Y	50%	60%	67½%	72%	52	25	—	Y	Y
Cedar Rapids, Iowa	28,288	31,075	22,339	23,400	21,340	22,339	20,321	21,340	—	18,304	12,288	16,120	3	Y	156	40	5-25	Y	12	\$400	100%	12	10,000	Y	—	50%	50%	50%	55	22	65	N	N
Chattanooga, Tenn.	30,050	31,750	17,471	20,731	16,330	18,030	15,509	17,205	15,509	17,205	12,064	16,369	3	Y	382	40	15-26	Y	7	\$250	100%	180	10,000	N	—	60%	60%	60%	—	25	—	N	Y
Chesapeake, Va.	28,842	34,663	19,316	24,608	16,670	21,433	13,892	17,464	12,701	15,876	12,172	15,215	5	Y	192	40	20-32	Y	8½	\$420	100%	12	—	N	—	—	—	55	30	60	N	N	
Colorado Springs, Colo.	—	—	31,788	—	27,636	—	23,844	—	—	—	15,216	20,556	3	Y	379	40	14	Y	8	\$250	50%	12	—	Y	—	50%	—	—	55	25	—	N	N
Columbia, S.C.	29,396	37,502	19,937	25,415	16,367	20,873	14,869	18,998	13,512	17,194	11,635	14,869	5	N	215	42½	14-21	Y	9	\$250	100%	12	—	N	—	—	—	—	—	65	N	Y	
Columbus, Ga.	27,000	—	18,258	24,483	16,577	22,212	13,671	18,258	13,671	18,258	10,855	15,678	—	N	332	40	10-15	N	7	—	100%	13	—	N	18%	20%	50%	51%	65	10	70	N	N
Corpus Christi, Tex.	29,928	46,404	22,320	34,632	19,212	21,192	16,584	18,264	—	—	13,584	16,584	3½	Y	312	40	15-17	Y	6	\$300	80%	15	3,000	Y	—	—	—	—	50	28	70	N	Y
Davenport, Iowa	28,000	38,000	20,952	26,136	18,240	22,752	16,650	18,022	—	—	13,406	16,650	25	Y	141	40	10-25	Y	11	\$350	100%	15	7,500	Y	—	50%	50%	50%	55	22	70	N	Y
Dayton, Ohio	—	39,838	25,766	28,022	22,219	24,154	19,157	20,815	12,043	16,203	12,043	16,203	3	Y	438	40	12	Y	11	\$273	100%	15	8,000	Y	50%	60%	67½%	72%	48	25	70	Y	Y
Des Moines, Iowa	31,107	39,818	20,508	24,733	18,259	21,934	16,723	20,069	15,571	18,698	15,382	17,653	3	Y	350	40	10-25	Y	10	\$325	100%	12	10,000	Y	—	50%	—	—	55	22	65	N	N
Durham, N.C.	34,387	43,889	22,167	28,292	20,106	25,661	17,369	22,167	15,005	19,149	15,005	19,149	4½	Y	278	42	12-21	Y	6	\$300	100%	12	—	N	—	—	—	—	30	65	N	N	
Elizabeth, N.J.	—	—	24,065	—	22,715	—	21,400	—	19,450	—	15,250	18,750	5	Y	320	40	15-28	Y	14	\$400	100%	100%	—	Y	50%	60%	65%	65%	—	25	65	N	Y
Erie, Pa.	22,229	23,189	20,188	21,148	19,309	20,269	18,525	19,485	17,680	18,640	15,692	17,680	2½	Y	207	40	15-25	Y	10	\$220	100%	30	10,000	N	50%	50%	50%	50%	50	20	65	Y	Y
Flint, Mich.	—	44,071	—	—	28,454	30,182	25,016	26,534	—	—	16,475	23,466	20	Y	352	40	15-27	Y	6	\$320	100%	13	15,000	Y	40%	50%	60%	70%	—	23	62	Y	N
Fort Lauderdale, Fla.	30,434	38,958	24,979	34,433	22,700	29,600	24,979	26,243	23,000	23,000	16,200	23,000	5	Y	395	40	10	Y	9	\$360	100%	12	—	Y	60%	70%	78%	—	50	20	55	N	N
Fort Wayne, Ind.	—	—	—	—	—	—	—	—	—	—	15,810	—	—	N	294	40	15-30	Y	9	\$500	100%	—	10,700	N	50%	60%	70%	—	41	20	60	Y	Y
Fresno, Calif.	42,228	49,668	31,362	35,952	29,082	31,416	25,932	27,540	—	—	19,200	22,644	3½	N	354	40	12-20	Y	12	—	100%	12	—	Y	50%	58½%	66½%	—	50	20	60	N	N
Garland, Tex.	29,664	39,780	—	—	22,536	23,616	—	—	14,388	22,164	14,388	22,164	6	Y	149	40	15-20	Y	8	\$200	100%	15	25,000	Y	—	—	—	—	60	20	—	N	N
Glendale, Calif.	—	47,880	32,844	40,728	28,272	35,052	22,104	28,860	19,560	25,548	17,280	23,928	6	N	124	40	10-20	Y	11	\$300	50%	12	10,000	Y	40%	50%	62½%	75%	50	10	60	N	N
Grand Rapids, Mich.	29,137	35,143	27,240	29,401	24,177	26,181	20,510	21,369	—	—	15,594	19,691	4½	Y	295	40	10-25	Y	11	\$420	100%	12	15,000	Y	40%	50%	60%	70%	55	10	—	N	—
Greensboro, N.C.	30,794	41,820	20,796	28,272	17,244	24,948	15,648	22,682	13,536	19,548	13,536	19,536	4	Y	367	40	12-21	Y	9	\$375	100%	12	—	N	—	—	52%	60%	55	30	62	N	Y
Hampton, Va.	26,115	37,865	16,013	21,626	14,769	19,874	12,786	17,135	11,458	15,593	10,570	14,385	5	N	188	40	12-48	Y	9	\$200	100%	12	—	N	—	—	—	55	25	60	N	N	
Hartford, Conn.	29,276	40,976	20,644	26,832	18,304	21,996	16,640	19,968	15,860	19,032	14,404	17,316	4	Y	319	40	10-20	Y	11	\$208	100%	15	—	Y	36%	50%	60%	65%	—	20	70	N	Y
Hialeah, Fla.	36,816	43,472	28,834	34,788	25,948	29,848	22,126	25,428	—	—	15,808	22,490	5	Y	251	40	10-25	Y	12	\$345	75%	12	20,000	Y	50%	60%	70%	70%	—	20	—	N	—
Huntington Beach, Ca.	43,553	53,967	32,498	40,241	27,696	34,270	23,677	29,339	20,159	25,012	20,159	25,012	3½	N	193	40	14-24	Y	9	\$500	100%	60	10,000	Y	40%	50%	60%	75%	50	5	60	N	N
Huntsville, Ala.	28,995	38,834	19,656	26,291	16,994	22,734	15,392	19,656	13,957	16,994	12,312	16,162	5	Y	246	40	13-19½	Y	9	\$200	100%	13	15,000	N	40%	50%	60%	70%	60	30	70	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	After 20 Yrs of Service														After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
100,000 TO 250,000 (Continued)																																			
Irving, Tex.	36,012	36,012	21,588	27,552	19,560	24,984	17,280	22,056	14,916	19,020	14,916	19,020	5	Y	140	40	15	Y	8	\$260	100%	15	5,000	Y	—	—	—	—	50	20	—	N	N		
Kansas City, Kan.	33,300	33,300	25,222	25,222	23,380	23,380	19,398	19,398	19,398	19,398	11,994	17,985	5	Y	272	40	15-30	Y	12	\$180	100%	18	10,000	Y	50%	50%	60%	66%	55	20	—	N	Y		
Lansing, Mich.	43,767	—	29,817	—	27,108	—	24,192	—	20,899	—	15,666	19,904	4	Y	—	40	10-21	Y	6	\$400	100%	12	20,000	N	—	50%	62½%	75%	50	25	60	N	N		
Lexington, Ky.	26,439	33,767	17,050	21,753	15,469	19,731	14,036	17,901	10,473	13,362	10,473	13,362	6	Y	249	40	15-21	Y	9	\$600	—	15	2,000	Y	50%	62½%	75%	75%	50	20	68	N	N		
Lincoln, Neb.	27,505	38,769	19,633	27,505	17,528	21,278	15,181	19,317	15,181	19,317	13,110	17,888	17½	N	220	40	10-20	Y	10	100%	100%	12	—	N	50%	60%	60%	55	21	70	N	N			
Livonia, Mich.	33,155	38,972	34,237	34,237	28,829	29,848	26,270	27,186	—	—	20,613	23,525	4	Y	168	40	20-27	Y	12	\$350	100%	12	25,000	Y	—	56¼%	30%	30%	52	10	70	N	Y		
Macon, Ga.	—	31,845	16,203	22,152	14,435	19,760	12,834	17,555	12,834	17,555	10,962	14,997	9	N	251	40	5-20	Y	8	\$125	100%	10	—	Y	—	50%	50%	50%	55	25	—	N	Y		
Madison, Wisc.	36,754	48,906	23,780	27,680	20,497	23,861	20,705	22,982	19,775	21,950	16,770	20,962	20	Y	280	37½	10-25	Y	8	\$150	100%	13	—	N	—	—	—	55	—	—	Y	Y			
Mesa, Ariz.	41,000	—	33,007	34,697	28,418	29,874	23,257	25,714	17,238	22,126	16,393	21,047	2	Y	247	40	12-18	Y	8	\$300	100%	12	—	Y	50%	55%	60%	60%	—	20	—	N	Y		
Mobile, Ala.	26,616	35,664	18,012	24,132	16,332	21,888	14,820	19,860	—	—	11,616	17,148	5½	Y	301	40	10-20	Y	11½	\$100	—	10	15,000	Y	50%	52½%	55%	60%	55	20	70	N	N		
Montgomery, Ala.	27,504	30,192	16,881	20,407	15,411	19,011	14,308	17,615	12,934	16,147	11,737	14,861	7	N	392	40	12	Y	16½	\$550	100%	12	2,500	N	50%	55%	60%	60%	41	20	62	N	Y		
Newport News, Va.	27,500	39,000	20,500	25,500	18,500	23,500	16,500	20,500	11,600	17,500	11,600	17,500	5	N	229	40	10-20	Y	9½	\$300	75%	15	—	N	37%	46%	55%	64%	55	30	63	N	N		
Odessa, Tex.	—	33,240	—	22,644	—	20,940	—	19,176	—	17,436	14,136	17,436	3	Y	139	40	15-21	Y	6	\$360	100%	12	4,000	N	—	—	—	—	—	—	—	N	Y		
Orlando, Fla.	—	33,960	25,859	27,268	21,798	23,878	17,800	20,213	17,141	18,347	14,133	18,048	20	Y	355	40	15-25	Y	5	\$320	100%	13	—	Y	60%	80%	80%	80%	47	20	—	N	N		
Oxnard, Calif.	35,400	43,800	31,800	42,000	28,200	36,300	20,748	25,308	19,272	23,508	17,940	21,876	3½	Y	98	40	10-20	Y	9½	\$250	100%	12	1,000	Y	—	—	—	—	50	5	60	N	Y		
Pasadena, Tex.	—	30,240	—	28,584	—	26,724	24,144	25,128	24,144	25,128	18,732	21,552	4	Y	180	40	15-25	Y	10	\$500	100%	15	—	Y	—	—	—	—	55	25	65	N	Y		
Patterson, N.J.	34,950	38,445	26,564	29,220	23,718	26,089	21,177	23,294	13,240	18,340	13,000	18,000	4	Y	425	40	10-28	Y	7	\$325	100%	365	—	Y	—	—	—	—	43	25	65	N	Y		
Portsmouth, Va.	28,766	42,660	16,703	24,794	14,107	20,963	13,017	19,050	12,432	17,902	11,832	12,302	12	Y	207	40	12-20	Y	9	\$600	50%	18	—	Y	—	50%	60%	65%	—	25	62	N	N		
Providence, R.I.	30,991	30,991	22,087	24,075	20,311	22,139	18,534	20,203	18,267	18,267	15,476	16,758	1½	Y	415	37½	15-25	Y	12	\$265	100%	15	5,000	N	50%	60%	75%	75%	—	20	60	Y	N		
Pueblo, Colo.	37,548	—	26,760	—	—	—	21,552	—	19,039	—	12,912	18,096	4	Y	140	40	12-21	Y	12	—	100%	18	10,000	Y	—	50%	55%	60%	55	25	—	N	N		
Richmond, Va.	26,884	36,036	19,058	25,636	17,316	23,218	14,976	20,020	14,300	19,058	12,350	16,536	5½	N	574	40	12-18	Y	10½	\$250	100%	12	—	N	40%	46%	52%	58%	60	—	65	N	Y		
Rockford, Ill.	40,238	—	29,938	—	26,033	—	24,766	—	18,086	—	22,514	13,902	20,725	10	Y	268	40	10-20	Y	12	—	100%	100%	—	Y	50%	60%	70%	75%	50	20	65	N	N	
St. Petersburg, Fla.	30,000	42,000	—	—	20,900	22,684	19,500	21,200	13,349	18,567	13,349	18,567	15	N	391	40	10-20	Y	9	\$400	75%	13	2,000	Y	50%	60%	60%	60%	55	20	60	Y	Y		
San Bernardino, Calif. .	—	48,216	—	38,040	—	32,808	—	27,660	—	25,176	18,672	23,184	5	N	196	40	10-20	Y	11	—	50%	12	—	Y	42%	52%	62%	72%	50	20	60	N	N		
Scranton, Pa.	20,745	—	19,553	—	18,508	—	17,919	—	18,150	—	16,728	17,364	4	Y	155	40	21-35	Y	14	\$400	100%	365	20,000	Y	—	50%	—	—	—	25	65	N	Y		
Shreveport, La.	31,188	35,052	22,080	24,720	19,368	22,080	17,808	18,852	—	—	10,668	17,364	10	N	354	40	15-30	Y	8	\$200	50%	365	—	Y	66½%	66½%	66½%	66½%	—	20	62	N	Y		
South Bend, Ind.	25,980	—	21,380	—	18,150	—	16,850	—	16,850	—	13,000	16,550	13	N	246	40	10-28	Y	11	\$500	100%	30	6,000	N	50%	60%	74%	74%	55	20	—	Y	Y		
Springfield, Mo.	27,788	33,831	21,843	26,593	19,660	23,885	17,590	21,326	15,946	19,373	13,403	16,080	4	Y	191	40	10-20	Y	11	\$366	100%	12	—	N	40%	50%	60%	70%	50	20	60	N	Y		
Stamford, Conn.	33,568	—	28,835	—	25,423	—	22,012	—	22,012	—	17,428	19,304	4	Y	267	37¼	10-25	Y	—	\$400	100%	100%	—	Y	50%	60%	66½%	56½%	—	20	65	Y	N		
Syracuse, N.Y.	33,745	—	21,995	—	20,576	—	19,157	—	—	—	13,612	17,738	5	Y	486	40	15-23	Y	12	\$250	100%	180	15,000	Y	50%	—	—	—	40	20	62	Y	Y		
Tacoma, Wash.	41,530	50,466	37,187	39,045	32,343	33,950	28,125	29,503	25,202	27,582	21,067	25,640	3½	Y	238	40	12-30	Y	11	\$200	100%	12	—	Y	40%	50%	60%	60%	50	20	—	N	N		
Topeka, Kans.	21,153	30,222	20,126	20,645	19,276	19,777	18,469	18,944	17,700	18,154	11,392	16,038	4	Y	235	40	12-27	Y	8½	\$240	50%	12	10,000	Y	40%	50%	60%	70%	55	20	60	N	N		
Torrance, Calif.	40,836	50,484	42,396	46,728	32,016	35,304	26,316	30,468	20,160	26,316	19,200	25,116	7	Y	220	40	12-24	Y	12	—	100%	12	10,000	Y	50%	50%	75%	75%	50	20	60	Y	N		
Waco, Tex.	—	—	23,640	24,480	20,520	21,480	18,540	19,440	—	—	13,320	16,020	4	Y	168	40	15	Y	8	—	100%	15	3,500	Y	—	—	—	—	55	28	65	N	Y		
Warren, Mich.	—	34,255	—	31,165	—	28,355	—	25																											

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX														After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
50,000 TO 100,000 (Continued)																																			
Alhambra, Calif.	—	42,000	29,013	35,289	26,380	32,070	23,536	28,503	21,114	25,685	19,624	23,028	3	N	86	40	12-20	Y	12		\$200	100%	12	—	Y	—	—	—	—	55	20	65	N	N	
Altoona, Penna.	—	23,655	—	21,505	—	19,550	—	17,772	—	17,772	14,517	16,751	4	Y	90	40	15-20	Y	12		\$400	100%	21	15,000	Y	50%	50%	50%	50%	50	20	65	Y	Y	
Anderson, Ind.	23,384	23,784	19,326	19,926	17,570	18,170	15,973	16,573	14,917	15,517	14,522	15,122	12	Y	112	40	7-35	Y	7		\$750	50%	100%	26,000	N	50%	60%	70%	80%	41	20	55	N	Y	
Arlington Hts., Ill.	—	32,000	28,203	29,638	26,863	28,203	24,367	25,586	—	—	18,186	23,210	5	Y	86	40	—	Y	10½		\$150	100%	12	—	N	50%	60%	70%	70%	50	20	70	N	N	
Arvada, Colo.	34,800	43,200	—	31,932	—	27,960	—	25,380	19,884	21,984	15,960	21,528	3	Y	111	40	12	Y	10		—	100%	12	—	N	50%	62½%	65%	65%	46	20	60	N	N	
Athens, Ga.	—	—	15,519	20,122	14,622	18,718	13,601	17,410	12,653	16,197	10,949	14,015	6	N	100	40	15	Y	12		\$200	100%	90	—	—	—	—	—	31%	60	—	60	N	Y	
Aurora, Colo.	40,984	40,984	31,460	31,460	28,546	28,546	25,209	25,209	23,197	23,197	16,851	21,050	3	Y	275	40	11-21	Y	9		180	100%	18	20,000	Y	—	50%	—	—	—	25	55	N	N	
Aurora, Ill.	—	—	32,448	32,448	—	29,161	—	26,228	—	—	12,272	23,670	5	N	175	40	14-28	Y	12		\$450	100%	190%	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Bakersfield, Ca.	31,840	44,367	28,985	34,994	25,833	31,138	23,150	28,208	18,919	23,053	17,142	20,884	3½	N	149	40	10-20	Y	11		\$225	100%	12	10,000	Y	40%	50%	60%	70%	55	5	65	Y	N	
Bayonne, N.J.	32,895	36,184	25,354	27,889	23,243	25,567	21,190	23,309	12,498	19,220	12,198	18,920	5	Y	204	40	14-35	Y	3		\$400	100%	100%	2,000	Y	40%	60%	65%	65%	—	25	65	N	Y	
Baytown, Tex.	31,740	33,252	—	—	25,068	25,068	20,460	23,544	—	—	16,692	20,316	6	Y	60	40	15-25	Y	8		\$360	100%	15	6,000	Y	—	—	—	—	50	25	65	N	N	
Bellevue, Wash.	36,624	54,996	26,652	34,296	25,668	27,540	—	—	21,504	24,480	18,240	24,180	3½	N	103	40	13-32	Y	11		\$250	100%	180	10,000	Y	40%	50%	60%	60%	50	20	60	N	N	
Berwyn, Ill.	—	29,070	—	23,112	—	23,397	—	21,848	—	21,419	16,249	21,373	—	Y	65	40	7-28	Y	11		\$250	100%	12	5,000	Y	50%	60%	70%	75%	50	20	60	N	Y	
Bethlehem, Penna.	—	28,405	20,491	21,640	—	—	18,530	19,561	18,530	19,561	15,091	17,715	3	Y	132	40	10-25	Y	12		\$350	100%	21	10,000	Y	—	50%	—	—	—	25	65	Y	Y	
Billings, Mont.	28,212	—	22,908	—	21,192	—	19,620	—	16,656	18,084	14,268	18,084	12	Y	86	40	15-24	Y	12		\$340	100%	12	5,000	N	50%	55%	60%	60%	50	20	65	Y	N	
Binghamton, N.Y.	26,456	28,900	—	23,026	—	20,976	—	19,680	—	19,680	14,352	17,729	3	Y	136	40	5-20	Y	11		\$370	75%	12	—	Y	50%	—	—	—	—	20	62	Y	Y	
Bloomington, Ind.	19,350	21,600	15,500	17,800	15,050	17,300	14,750	17,000	14,600	16,850	13,500	16,150	20	N	60	40	12-27	Y	11		\$750	100%	100%	11,000	N	50%	60%	70%	75%	41	21	—	Y	N	
Bloomington, Minn.	—	45,100	—	33,500	29,810	31,310	25,950	27,040	—	—	16,464	23,520	3	Y	92	40	10-25	Y	11		\$300	100%	12	10,000	Y	43%	50%	53%	53%	50	20	—	N	N	
Boulder, Colo.	35,889	41,327	23,149	31,419	20,885	28,890	22,887	26,567	15,396	21,878	15,396	21,878	7	N	106	40	17-25	Y	—		—	—	12	10,000	N	50%	50%	50%	50%	50	20	—	N	N	
Bristol, Conn.	18,000	35,000	20,656	22,118	18,443	19,749	16,467	17,633	—	—	14,210	15,301	2	—	90	37½	5-20	Y	12		—	—	5	—	—	—	—	—	—	—	—	—	Y	N	
Brownsville, Tex.	29,224	29,224	15,745	16,635	15,392	15,392	14,830	14,830	—	—	10,816	14,102	5	Y	96	40	15	Y	10		\$300	100%	15	10,000	Y	—	—	—	—	50	25	70	N	—	
Buena Park, Calif.	31,788	44,772	29,064	37,488	26,040	33,324	22,380	28,308	19,488	25,020	18,672	23,580	3	N	92	40	17-27	Y	10		\$250	100%	12	7,500	N	40%	50%	60%	70%	50	5	60	N	N	
Charleston, S.C.	—	32,400	19,251	25,411	17,461	23,049	14,365	18,692	13,030	17,199	11,816	15,597	5	N	218	40	12-24	Y	8		\$300	100%	12	—	N	35%	44%	52%	61%	55	5	65	N	N	
Charleston, W. Va.	25,710	20,729	21,269	17,925	18,645	15,995	16,895	—	—	—	13,691	14,951	14	Y	165	40	15-20	Y	12		\$287	100%	15	10,000	Y	60%	65%	65%	65%	50	20	—	N	Y	
Chicopee, Mass.	—	28,710	—	23,624	—	20,097	—	17,875	—	—	13,780	14,300	1	Y	127	37½	14-28	Y	11		\$300	50%	15	1,000	Y	50%	63%	75%	80%	55	20	65	N	Y	
Chula Vista, Calif.	27,600	42,000	28,116	34,188	23,940	29,100	21,100	25,752	22,248	22,248	16,200	21,708	3	N	85	40	5-20	Y	6		\$200	100%	12	3,000	Y	—	—	—	—	55	20	—	N	N	
Cicero, Ill.	28,944	—	26,784	—	24,192	—	22,680	—	—	—	15,900	21,222	19	Y	90	40	28	Y	10		—	100%	45	5,000	Y	50%	60%	70%	75%	50	20	65	N	Y	
Clarksville, Tenn.	—	20,952	—	14,172	—	13,500	—	12,864	—	17,220	10,584	11,676	½	N	98	40	15	Y	8		\$250	100%	12	10,000	N	—	—	—	—	65	—	65	N	Y	
Clearwater, Fla.	30,210	38,566	23,006	25,360	21,951	24,143	19,355	21,951	13,390	18,422	13,390	18,422	11	Y	170	40	10-20	Y	11		\$400	100%	15	20,000	Y	50%	62½%	75%	87½%	—	20	70	Y	N	
Cleveland Hgts., O.	25,147	36,649	23,046	26,499	20,945	22,401	19,052	20,384	—	—	16,702	14,684	16,702	3	Y	96	40	5-25	Y	10		\$400	100%	15	—	Y	—	—	—	52	25	—	N	N	
Columbia, Mo.	25,258	33,132	21,669	25,079	14,551	23,103	14,206	21,765	11,830	18,658	11,830	18,658	3½	N	85	40	10-20	Y	9		\$580	100%	18	—	N	—	50%	—	—	55	25	65	Y	Y	
Concord, Calif.	38,160	46,392	32,496	39,492	28,764	34,956	24,852	30,204	—	—	20,448	24,852	4½	N	127	40	10-20	Y	11		\$300	100%	12	—	Y	—	50%	75%	—	50	25	60	N	N	
Costa Mesa, Calif.	35,664	43,356	29,340	35,664	25,668	30,708	22,164	26,952	19,368	23,556	18,456	23,556	5	Y	129	40	11-23	Y	11		100%	100%	12	30,000	N	40%	50%	60%	70%	50	10	60			

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required/Reg. Pension	Min Yrs Serv Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(*)Yes(N)No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
50,000 TO 100,000 (Continued)																																		
Evanston, Ill.	30,000	40,700	24,900	31,620	22,320	28,296	20,544	26,184	17,640	22,656	17,640	22,656	4½	Y	121	40	10-20	Y	10	\$250	—	12	—	Y	50%	60%	70%	75%	50	20	60	N	N	
Fairfield, Calif.	—	42,640	29,500	35,920	25,480	32,700	22,000	29,500	—	—	18,428	24,670	3½	N	70	40	10-20	Y	11	\$275	100%	12	5,000	N	40%	50%	75%	75%	50	5	60	N	N	
Fairfield, Conn.	31,500	31,500	27,280	28,579	24,149	25,375	20,321	21,674	18,310	19,310	15,636	18,910	15	Y	99	40	14-28	Y	12	\$300	—	90	15,000	N	33½%	50%	75%	—	52	20	70	Y	Y	
Fargo, N.D.	29,184	39,384	23,808	28,848	20,640	24,984	18,780	22,716	18,780	22,716	17,088	20,640	3	Y	92	40	12-24	Y	10	\$300	100%	18	—	Y	45%	45%	45%	45%	60	22	—	N	Y	
Fayetteville, N.C.	24,969	26,888	17,392	18,272	—	—	14,309	15,409	11,700	15,409	11,700	13,976	4	Y	158	40	10-20	N	8	\$325	50%	10	—	Y	—	—	—	55	30	—	N	Y		
Florissant, Mo.	—	28,860	—	—	20,774	22,282	18,902	20,774	—	—	15,158	19,448	20	Y	72	40	10-20	Y	10	\$400	100%	10	—	N	40%	50%	60%	70%	55	15	—	N	N	
Gainesville, Fla.	30,436	41,705	20,175	27,640	17,985	24,498	17,135	19,848	13,062	17,536	13,062	17,536	5	Y	159	40	8-20	Y	9	\$300	50%	12	—	N	—	—	—	50	25	70	N	Y		
Galveston, Tex.	33,500	33,500	22,594	22,594	20,181	20,181	18,454	18,454	18,454	10,549	12,094	1	Y	142	40	26	Y	10	—	100%	15	—	Y	40%	50%	60%	60%	55	20	—	N	N		
Glendale, Ariz.	—	—	26,160	34,068	22,500	28,920	19,380	24,876	16,680	21,408	16,680	21,408	5	Y	138	40	10-21	Y	10½	\$300	100%	10	1,000	N	50%	55%	60%	—	20	—	N	Y		
Green Bay, Wis.	25,937	33,132	24,780	24,780	33,340	23,340	21,792	21,792	21,792	21,792	13,200	20,088	3½	Y	162	39¼	8-30	Y	9	\$300	100%	12	20,000	—	—	—	—	55	—	70	Y	Y		
Greenville, S.C.	27,186	35,776	19,715	26,021	15,829	21,299	14,498	19,531	13,312	17,930	12,272	16,474	8	Y	144	40	13-28	Y	8	\$500	100%	—	12,500	Y	35%	44%	52%	61%	55	5	65	N	N	
Hamden, Conn.	—	26,900	—	22,385	—	20,491	—	18,756	—	18,756	14,813	17,179	3	Y	95	40	5-25	Y	13	\$375	100%	18	—	Y	—	50%	65%	80%	—	25	65	Y	N	
Hamilton, Ohio	27,030	29,933	25,333	26,190	23,689	24,450	—	22,694	20,319	20,925	15,473	18,982	4	Y	108	40	10-23	Y	12	\$275	100%	15	10,000	Y	—	60%	67½%	72%	52	25	—	N	N	
Hammond, Ind.	24,632	—	20,632	—	19,632	—	18,632	—	—	—	16,073	17,049	¾	Y	200	37½	21-42	Y	12	\$555	100%	—	10,000	N	50%	60%	70%	74%	41	20	—	N	Y	
Hayward, Calif.	39,204	47,628	29,244	35,568	28,484	29,820	24,600	27,084	21,288	25,776	18,876	22,800	3½	N	140	40	10-20	Y	12	\$350	100%	12	—	Y	43%	50%	75%	75%	50	25	60	N	N	
Huntington, W. Va.	28,421	28,421	21,048	21,048	19,150	19,150	17,409	17,409	15,827	15,827	14,292	15,827	4	Y	119	40	10-25	Y	12	\$450	100%	30	5,000	Y	60%	65%	65%	65%	50	20	65	Y	Y	
Iowa City, Iowa	22,741	37,716	20,388	26,981	—	—	17,578	24,500	—	—	14,433	21,411	4½	Y	37	40	8-24	Y	11	—	100%	8	—	Y	—	50%	—	—	55	22	—	Y	N	
Irvington, N.J.	32,450	—	23,153	—	21,399	—	19,645	—	—	—	12,000	17,540	3	Y	149	40	12-22	Y	11	\$400	100%	365	10,000	Y	—	60%	65%	65%	—	25	65	N	—	
Joliet, Ill.	32,000	42,000	25,262	32,251	22,897	29,240	20,759	26,537	18,582	23,717	17,699	22,585	4	Y	168	40	10-25	Y	13	\$300	100%	12	12,500	Y	50%	60%	70%	75%	50	20	65	Y	Y	
Kalamazoo, Mich.	—	37,000	30,569	32,062	26,850	29,234	25,022	26,404	21,894	24,706	15,574	23,575	6	Y	174	40	10-20	Y	10½	100%	100%	12	15,000	Y	—	50%	55%	60%	50	10	60	N	Y	
Kettering, Ohio	23,733	31,138	26,021	26,666	24,170	28,772	21,923	23,026	—	—	15,330	20,114	7	N	61	40	10-20	Y	9	\$300	100%	15	12,000	Y	—	—	—	48	25	—	Y	N		
Kokomo, Ind.	—	—	17,000	17,510	15,966	16,445	15,482	15,347	15,482	15,947	14,984	15,433	1	Y	—	40	7-35	Y	11	\$625	99%	180	10,000	N	50%	60%	70%	74%	41	20	65	Y	Y	
Lafayette, La.	34,400	34,400	21,237	29,868	19,261	27,102	17,472	24,585	13,686	21,236	13,686	21,236	9	Y	125	40	21	Y	8	\$300	100%	365	—	Y	—	55%	65%	65%	—	25	60	N	Y	
Lake Charles, La.	20,000	26,800	14,500	19,430	13,666	18,312	12,979	17,392	12,979	17,392	10,650	11,295	1	Y	118	40	14-28	Y	—	\$200	50%	365	—	Y	66½%	75%	100%	100%	50	20	—	N	Y	
Lakewood, Ohio	29,500	31,700	30,461	—	26,957	—	24,506	—	22,070	—	14,991	20,821	2	Y	81	40	14-35	Y	11	\$600	100%	100%	10,000	Y	50%	60%	67½%	72%	52	—	—	N	N	
Lancaster, Pa.	30,986	30,986	27,137	27,784	24,175	25,175	21,140	22,140	21,140	25,175	11,880	18,500	4	Y	118	40	10-25	Y	16	\$390	100%	100%	20,000	Y	50%	56¼%	56¼%	56¼%	—	20	60	N	N	
Laredo, Tex.	23,500	—	16,622	18,122	15,899	17,399	15,176	16,676	14,454	15,954	11,835	13,731	5	Y	141	40	15-25	Y	9	\$500	100%	15	15,000	Y	—	—	—	50	25	70	N	N		
Lawrence, Kans.	25,397	34,382	—	—	19,822	25,397	17,098	21,902	15,059	19,260	12,958	16,619	4	Y	78	40	12-18	Y	8	100%	100%	12	7,500	N	40%	50%	60%	70%	55	20	65	Y	Y	
Lawrence, Mass.	25,544	27,077	23,396	—	20,899	—	18,651	—	16,219	—	14,260	16,219	2½	Y	122	40	10-25	Y	11	\$300	75%	15	2,000	Y	—	—	—	—	55	—	65	Y	Y	
Lawton, Okla.	—	—	18,216	18,216	15,411	16,990	—	—	—	15,347	11,803	14,347	4	Y	140	40	10-20	Y	10	100%	100%	12	10,000	N	50%	62½%	75%	75%	55	—	—	N	N	
Lima, Ohio	24,632	26,165	—	—	20,294	20,679	17,489	19,154	17,489	17,797	14,018	16,537	5	Y	87	40	5-25	Y	12	\$180	100%	15	3,000	Y	—	60%	67½%	72%	52	25	—	N	N	
Longview, Tex.	—	26,400	—	17,622	—	16,486	—	15,510	—	14,784	12,847	14,361	2	Y	113	40	10-20	Y	8	\$500	100%	10	—	N	—	—	—	55	25	70	N	Y		
Lorain, Ohio	—	28,699	—	25,856	—	23,275	—	20,985	—	—	14,280	18,906	3	Y	93	40	10-28	Y	11	\$425	100%	15	10,000	Y	30%	50%	60%	66%	52	25	—	Y	N	
Lower Merion, Pa.	—	43,644	—	35,528	28,485	30,874	24,059	25,238	—	22,961	16,500	21,950</																						

50,000 TO 100,000 (Continued)

Mountain View, Calif. ...	34,512	51,792	28,020	42,060	25,728	38,556	22,680	27,803	19,590	23,805	19,590	23,805	3½	N	73	40	10-20	Y	11	\$400	100%	12	—	N	40%	50%	60%	70%	55	20	65	N	N
Mount Prospect, Ill.	—	35,845	—	—	—	28,238	26,100	27,235	—	23,235	13,356	22,485	6	Y	54	40	5-20	Y	8	\$350	80%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Muncie, Ind.	18,352	19,387	16,152	17,187	15,552	16,587	14,952	15,987	14,952	15,987	14,352	15,387	10	Y	88	40	7-35	Y	13	\$700	50%	90	10,000	N	50%	60%	70%	74%	41	20	—	N	N
Nashua, N.H.	—	34,667	21,131	23,556	—	19,233	—	17,763	—	—	12,352	15,809	7	Y	137	37½	10-20	Y	11	\$325	75%	15	6,000	N	50%	60%	70%	75%	45	20	—	N	Y
New Britain, Conn.	27,411	36,061	—	21,004	—	19,992	—	18,513	—	16,363	13,851	15,331	2	Y	145	40	10-20	Y	13	\$250	100%	75	5,000	Y	—	50%	55%	60%	—	25	65	Y	N
Newport Beach, Calif. ...	39,840	48,432	31,392	38,160	26,988	32,808	23,208	28,200	20,945	25,459	19,944	24,252	4	N	136	40	11	Y	11	—	80%	12	—	Y	22%	27%	33%	38%	50	20	65	N	Y
Niagara Falls, N.Y.	32,000	32,000	22,004	23,032	19,812	20,809	—	—	—	—	16,713	18,451	25	Y	153	40	10-30	Y	12	\$150	100%	12	—	Y	—	—	—	—	41	20	70	Y	N
Norman, Okla.	22,715	30,432	16,366	21,951	14,423	19,340	14,420	17,544	12,457	15,890	11,298	15,890	5½	Y	96	40	12-18	Y	10	\$225	100%	12	20,000	N	50%	62½%	75%	75%	50	20	70	N	N
North Little Rock, Ark. ...	38,278	42,500	25,575	27,570	21,560	23,250	18,100	19,600	18,100	19,600	12,000	16,939	4	Y	123	40	15-20	Y	11	\$500	100%	20	25,000	Y	50%	50%	50%	50%	—	20	65	N	N
Norwalk, Conn.	—	32,000	20,991	25,168	19,339	22,959	17,385	20,831	16,251	19,393	14,357	17,052	5	Y	120	40	5-15	Y	8	\$225	100%	15	10,000	N	50%	62½%	75%	75%	48	20	—	Y	Y
Oak Park, Ill.	—	37,950	—	—	—	31,482	—	28,084	—	17,207	23,336	4½	Y	99	40	14-35	Y	11	\$350	100%	65	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Oceanside, Calif.	—	36,268	28,104	29,503	25,494	26,768	23,552	24,722	—	—	14,532	21,486	5	N	106	40	10-15	Y	11	\$270	100%	10	5,000	Y	40%	50%	60%	70%	50	20	55	N	Y
Ogden City, Utah	—	28,740	19,596	26,448	18,648	25,176	16,860	22,776	—	—	13,812	18,648	7	N	116	40	10-20	Y	12	\$480	50%	12	\$5,000	Y	30%	50%	55%	60%	50	25	65	N	Y
Ontario, Calif.	32,424	41,616	28,212	34,440	24,900	30,396	22,536	27,516	19,404	23,688	18,000	21,984	3½	N	111	40	12-21	Y	13	—	100%	12	5,000	Y	50%	—	—	55%	50	5	60	N	Y
Owensboro, Ky.	16,957	21,237	—	15,327	—	14,742	—	14,398	—	14,398	12,215	13,838	2	Y	89	40	15	Y	8	\$300	95%	12	2,000	Y	50%	62½%	75%	—	50	20	65	N	N
Parsippany Troy Hills, N.J.	—	33,000	—	25,684	—	23,523	—	21,357	—	18,726	13,910	18,726	4	Y	91	36½	16-21	Y	12	\$450	100%	15	25,000	Y	40%	60%	65%	65%	43	25	65	N	Y
Passaic, N.J.	—	28,534	—	23,538	—	21,894	—	19,979	—	—	14,000	17,500	4	Y	158	40	15-26	Y	9	\$400	100%	15	10,000	Y	—	60%	65%	65%	55	25	65	N	N
Pawtucket, R.I.	23,400	23,400	18,864	18,864	17,714	17,714	16,156	16,156	15,265	15,265	13,141	15,265	½	Y	117	37½	16-27	Y	12	\$235	100%	20	10,000	N	50%	60%	60%	60%	—	20	62	N	N
Penn Hills, Pa.	—	—	—	27,101	—	24,637	—	22,397	—	21,379	—	20,346	3	Y	59	40	10-30	Y	14	\$350	100%	18	—	Y	—	—	—	—	50	25	60	Y	Y
Pensacola, Fla.	32,000	40,000	22,334	27,014	19,370	23,426	16,822	20,306	—	—	13,312	19,370	9	—	—	40	18-45	Y	7	\$200	50%	8	—	Y	—	—	—	—	55	20	65	Y	N
Pine Bluff, Ark.	25,908	25,908	19,764	20,988	17,292	18,816	14,832	16,908	—	—	11,664	14,772	8	Y	103	40	15	Y	13	—	50%	20	20,000	Y	50%	50%	50%	50%	—	20	—	N	Y
Pocatello, Ida.	30,966	30,966	23,010	23,010	21,060	21,684	19,838	20,436	18,694	19,266	15,652	18,148	4	Y	65	40	12-20	Y	9	\$300	50%	12	3,000	Y	—	50%	—	—	55	25	65	N	Y
Pomona, Calif.	46,200	46,200	30,108	36,732	24,816	32,280	21,816	26,616	19,752	24,096	18,240	22,248	3½	N	118	40	10-20	Y	12	\$225	100%	12	5,000	N	—	—	—	—	50	20	60	N	N
Pompano Beach, Fla. ...	30,049	38,352	23,544	30,049	21,355	27,255	19,370	24,721	17,569	22,423	16,733	21,355	5	Y	156	40	10-20	Y	12	—	100%	12	20,000	Y	60%	75%	75%	75%	47	20	60	N	N
Pontiac, Mich.	33,390	46,710	34,382	—	29,814	—	25,997	27,345	24,706	—	18,035	23,370	4	Y	204	40	15-30	Y	12	\$400	100%	12	20,000	N	60%	70%	75%	75%	50	25	62	Y	Y
Port Arthur, Tex.	34,836	—	24,780	—	22,488	—	20,424	—	—	—	16,440	19,212	5	Y	109	40	15-27	Y	10	\$484	100%	15	5,000	Y	—	—	—	—	50	25	70	N	Y
Portland, Maine	23,493	28,892	17,628	18,096	16,536	17,004	15,444	15,912	10,556	13,780	10,556	13,780	3	Y	132	40	10-20	Y	11	100%	100%	12	—	Y	50%	60%	65%	75%	—	20	—	N	Y
Provo, Utah	23,361	30,953	19,526	25,415	17,485	22,971	15,847	20,709	15,847	20,709	13,208	17,095	4½	Y	56	40	10-20	Y	12	—	100%	12	10,000	Y	—	—	—	—	50	25	—	N	Y
Quincy, Mass.	44,745	—	35,796	—	29,103	—	23,661	—	19,736	—	17,486	19,236	3	Y	215	40	14-35	Y	13	\$300	100%	18	6,000	Y	—	—	—	—	55	32	65	Y	N
Racine, Wis.	—	43,890	—	29,810	—	28,012	—	25,709	—	23,944	—	22,344	2	Y	212	38½	10-25	Y	9	\$230	100%	12	5,000	Y	36%	45%	54%	63%	55	—	—	N	Y
Reading, Pa.	21,970	—	19,630	18,923	—	17,974	—	17,653	—	15,499	16,550	3	Y	178	40	14-33	Y	13	\$225	100%	30	25,000	Y	50%	57%	57%	57%	50	20	—	Y	N	
Redondo Beach, Ca.	26,400	42,000	25,200	38,400	22,380	20,148	24,384	17,448	21,108	17,448	14,108	21,108	3	Y	96	40	9-20	Y	11	—	100%	12	—	Y	50%	67½%	75%	75%	50	20	60	N	N
Richardson, Tex.	—	—	—	—	26,232	—	23,436	16,044	19,632	16,044	19,632	2½	Y	86	40	5-15	Y	7	\$300	100%	15	—	Y	—	—	—	—	—	15	—	—	N	N
Richmond, Calif.	39,048	48,564	31,332	38,964	27,048	33,612	23,892	29,700	20,748	25,752	20,748	25,752	3	N	176	40	10-25	Y	12½	\$300	100%	30	5,000	Y	40%	50%	75%	75%	50	10	60	N	N
Roanoke, Va.	26,650	34,000	17,172	21,916	15,576	19,879	14,127	18,031	11,623	16,354	11,623	16,354	6	Y	213	40	15	Y	8	—	50%	—	—	N	—	—	—	—	—	20	—	N	N
Roseville, Mich.	31,424	33,751	27,774	29,096	25,249	26,451	22,393	24,046	12,847	20,729	12,847	20,729	4	Y	84	40	20-25	Y	11	\$525	100%	100%	25,000	Y	46%	57½%	62½%	67½%	50	20	60	Y	N
Saginaw, Mich.	30,178	40,828	30,420	32,506	25,747	28,700	23,983	25,201	18,572	20,000	—	20,000	4	Y	143	40	28-30	Y	—	\$425	100%	12	—	Y	—	—	—	—	52	25	60	Y	Y
Salem, Ore.	39,																																

CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN				Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.	After 20 Yrs. of Service													After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
50,000 TO 100,000 (Continued)																																		
Sioux City, Iowa	36,690	—	25,561	—	22,481	—	19,549	—	—	14,773	17,860	8	Y	110	40	5-25	Y	10	\$500	100%	18	10,000	Y	—	50%	50%	50%	55	22	65	Y	Y		
Sioux Falls, S.D.	28,063	33,259	24,882	28,203	21,918	24,838	19,578	21,885	—	14,342	19,557	13	N	124	40	10-25	Y	9	\$240	50%	12	10,000	Y	—	50%	60%	—	50	25	60	N	Y		
Skokie, Ill.	29,702	37,918	25,438	32,489	22,713	29,016	20,446	26,145	17,784	22,713	4	Y	115	40	10-20	Y	9	\$275	50%	12	20,000	Y	50%	60%	70%	75%	50	20	—	N	N			
Springfield, Ill.	28,000	30,200	22,430	23,810	19,444	20,825	18,715	20,096	17,870	19,250	12,343	18,638	15	Y	200	40	15-18	Y	10	\$250	100%	12	5,000	Y	50%	60%	65%	50	20	60	N	Y		
Taylor, Mich.	—	30,230	—	24,038	—	21,715	—	19,958	—	—	—	3 1/4	Y	90	40	7-28	Y	13	\$550	—	5	25,000	Y	—	—	—	—	25	—	Y	N	N		
Tempe, Ariz.	29,046	43,562	25,829	34,861	22,229	30,002	19,130	25,829	—	15,656	21,135	5 1/2	N	128	40	12-21	Y	10	\$300	—	12	—	N	50%	55%	60%	65%	—	20	65	Y	N		
Terre Haute, Ind.	—	19,100	—	14,420	—	13,003	—	12,362	—	11,764	9,230	11,131	1	Y	100	40	10-30	Y	9	—	—	—	—	—	—	—	—	—	—	—	—	—		
Troy, N.Y.	—	23,645	—	22,090	—	—	—	18,599	—	18,599	11,965	17,482	4	Y	137	40	14-49	Y	11	\$225	100%	100%	—	Y	50%	—	—	—	—	20	62	Y	Y	
Tuscaloosa, Ala.	—	29,707	19,177	20,431	17,506	18,628	16,383	17,276	15,724	17,011	13,250	15,909	9	Y	143	40	5-20	Y	9	\$400	100%	13	5,000	Y	—	50%	52%	54%	46	25	70	Y	Y	
Union City, N.J.	—	39,552	27,084	28,106	23,106	24,439	20,092	21,252	15,000	18,780	14,700	16,800	3	Y	143	33 1/2	20-42	Y	14	\$550	100%	100%	—	Y	—	60%	65%	65%	43	25	65	N	Y	
Ventura, Calif.	34,320	44,820	28,200	36,600	25,800	33,660	23,652	28,752	20,916	25,428	18,108	24,264	6 1/2	N	70	40	10-20	Y	11	\$100	80%	12	10,000	N	40%	50%	60%	75%	50	20	60	N	N	
Vineland, N.J.	27,000	—	23,550	—	22,150	—	21,050	—	—	—	—	—	N	103	42	12-27	Y	14	100%	100%	15	—	Y	40%	60%	65%	65%	—	25	65	N	N		
Waltham, Mass.	—	34,548	—	26,272	—	22,845	—	19,865	—	18,224	16,390	17,274	1 1/2	Y	141	40	10-30	Y	11	\$325	99%	100%	5,000	Y	40%	50%	75%	80%	55	30	65	Y	Y	
Warwick, R.I.	—	27,831	—	20,806	—	19,233	—	17,497	—	16,906	13,263	15,651	2	Y	171	37 1/2	8-26	Y	11	\$475	100%	100%	—	N	50%	60%	60%	60%	38	20	—	Y	N	
Waterloo, Iowa	25,724	29,937	20,808	—	19,637	—	18,312	—	18,312	—	13,068	17,296	7	Y	138	41	7-35	Y	11	\$700	100%	20	10,000	Y	—	50%	—	—	55	22	—	Y	Y	
Wayne, N.J.	23,500	34,000	23,300	23,300	21,400	21,400	19,600	19,600	14,950	18,950	14,100	18,000	4	Y	107	40	11-30	Y	12	\$350	100%	365	15,000	N	—	60%	65%	65%	43	25	65	N	N	
West Allis, Wisc.	33,533	39,528	25,376	30,386	24,128	28,932	24,492	25,682	24,227	25,386	18,333	22,714	4	Y	133	38 1/2	11-26	Y	14	\$100	100%	—	—	N	36%	45%	54%	63%	55	25	—	N	Y	
West Covina, Calif.	—	43,620	—	—	—	34,500	—	29,052	—	—	19,668	23,904	3	N	55	40	10-20	Y	17	\$250	100%	12	—	N	50%	50%	—	50	—	65	N	N		
West Palm Beach, Fla.	28,668	36,588	23,904	26,328	21,408	23,592	18,708	20,628	18,708	20,628	14,304	17,388	3 1/2	Y	156	40	12-18	Y	10	\$250	50%	12	7,500	Y	45%	56%	61%	66%	50	20	60	N	N	
Weymouth, Mass.	—	29,842	—	22,692	—	19,731	—	17,157	13,943	16,372	12,750	14,921	3	Y	112	37 1/2	14-28	Y	11	\$250	100%	15	2,000	Y	—	—	—	—	45	20	65	Y	N	
White Plains, N.Y.	40,000	40,000	30,810	31,734	26,790	27,594	23,295	23,994	20,860	22,060	15,510	20,860	3	Y	194	38	28-30	Y	12	\$125	100%	100%	—	Y	50%	—	—	70%	—	20	62	Y	Y	
Whittier, Calif.	41,000	41,000	26,232	34,512	23,196	30,528	20,496	26,952	17,268	22,716	17,268	22,716	5	Y	67	40	10-20	Y	12	\$200	—	12	10,000	Y	50%	60%	70%	80%	50	20	—	N	N	
Wichita Falls, Tex.	29,000	—	21,792	—	20,034	—	18,628	—	—	13,139	15,576	—	Y	149	40	15	Y	7	\$300	100%	15	10,000	Y	—	—	—	—	—	28	65	N	N		
Wilkes-Barre, Pa.	20,700	—	18,112	—	17,687	—	17,262	—	17,062	—	15,200	16,450	2	Y	94	40	14-21	Y	12	\$250	100%	21	12,500	Y	50%	—	—	—	20	—	Y	Y		
Wilmington, Del.	—	37,800	—	26,922	—	24,497	—	22,333	15,143	19,527	12,977	19,527	5	Y	266	40	12-22	Y	13	\$400	100%	12	50,000	N	50%	60%	70%	80%	41	7	—	N	Y	
Wyoming, Mich.	25,616	32,748	22,158	28,281	20,375	26,004	20,249	23,932	19,021	22,896	16,807	20,707	4 1/2	Y	74	40	10-20	Y	13	\$450	100%	12	15,000	N	—	—	—	50	25	—	Y	N		
Yuma, Ariz.	31,020	40,920	—	—	20,460	29,040	19,140	26,400	16,944	21,624	16,144	20,605	5	N	75	40	10-30	Y	10	\$190	100%	12	—	N	50%	55%	60%	60%	—	20	70	N	N	
POPULATION: 25,000 TO 50,000																																		
Addison, Ill.	—	32,000	—	28,587	—	26,988	23,504	25,937	—	—	16,848	23,046	6	N	49	40	10-20	Y	9 1/2	100%	100%	12	15,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Albany, Ore.	—	28,680	—	—	20,940	25,440	18,360	22,320	—	—	15,780	19,620	5	N	32	40	10-20	Y	11	—	100%	15	10,000	Y	—	—	—	—	55	20	60	N	N	
Allen Park, Mich.	29,605	—	—	23,046	—	22,196	—	22,196	—	—	14,405	21,372	5	Y	57	40	20	Y	9	\$500	100%	14	17,500	Y	50%	62 1/2%	70%	70%	52	10	57	Y	Y	
Alliance, Ohio	22,296	—	19,416	—	—	17,976	—	16,536	—	—	15,072	16,536	1	Y	42	40	10-25	Y	12	\$225	100%	13	10,000	Y	—	66%	—	72%	52	25	—	N	Y	
Alton, Ill.	—	24,840	18,840	19,476	18,036	18,672	16,788	17,304	—	—	15,192	16,320	3	Y	65	40	5-25	Y	9	\$400	100%	12	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Altus, Okla.	—	23,400	10,980	18,180	—	—	10,080	16,380	10,080	16,380	9,240	14,640	—	N	36	40	5-20	Y	12	\$250	100%	12	5,000	N	50%	62 1/2%	75%	—	41	20	65	N	N	
Ames, Iowa	—	29,282	—	21,429	—	—	—	19,332	15,437	17,041	13,387	16,186	3	Y	48	40	10-20	Y	11	100%	100%	12	10,000	Y	50%	—	—	—	55	22	65	Y	N	
Anderson, S.C.	17,593	22,457	13,278	16,991	12,252	15,615	11,116	14,174	11,116	14,174	10,068	12,863	10	Y	59	42	12-21	Y	7	100%	100%	12	7,500	N	40%	44%	52%	61%	55	20	—	N	N	
Annapolis, Md.	25,590	34,406																																

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Annu. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.													After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
25,000 TO 50,000 (Continued)																																	
Bangor, Maine	—	27,977	20,446	24,690	16,952	20,446	14,747	17,701	—	—	10,660	14,300	3	N	68	40	10-15	Y	6	100%	100%	15	—	Y	50%	—	—	—	—	20	—	N	Y
Barberton, Ohio	—	29,743	—	27,295	—	23,943	—	21,002	16,923	18,423	16,923	18,423	2½	Y	40	40	7-42	Y	12	\$350	100%	18	5,000	Y	—	—	—	—	52	25	—	N	Y
Bartlesville, Okla.	23,275	29,764	19,364	21,340	17,305	19,094	15,204	16,764	12,667	14,643	12,667	14,643	2½	Y	57	40	10-25	Y	9	\$125	50%	12	—	N	50%	62%	75%	75%	—	—	—	N	N
Bay City, Mich.	—	29,598	26,582	—	25,043	—	23,899	—	22,485	—	14,550	21,944	3	Y	73	40	10-25	Y	10	\$350	100%	12	20,000	N	40%	50%	60%	70%	55	25	70	Y	N
Belleville, Ill.	25,250	—	23,670	—	22,500	—	16,422	21,942	—	—	14,400	21,292	20	Y	59	40	7-28	Y	11	\$300	100%	15	7,000	Y	50%	60%	70%	75%	50	20	65	Y	Y
Belleville, N.J.	29,312	—	24,224	—	22,022	—	20,020	—	—	—	12,500	18,200	3	Y	—	40	15-20	Y	12	\$350	100%	100%	5,000	Y	—	60%	65%	—	—	25	65	N	Y
Bellingham, Wash.	29,138	39,420	23,722	32,108	—	—	23,426	27,969	20,805	24,851	18,467	23,389	7	Y	70	40	10-21	Y	11	\$325	100%	12	—	Y	40%	50%	60%	60%	55	25	—	N	N
Belmont, Calif.	30,648	37,260	27,372	33,276	24,960	30,336	21,792	26,508	19,008	23,100	19,008	23,100	4	N	32	40	10-20	Y	14	\$240	50%	12	15,000	Y	40%	50%	60%	70%	50	5	60	N	N
Belmont, Mass.	32,466	—	26,966	—	23,451	—	20,392	—	—	—	15,366	17,731	2	Y	64	37	10-20	Y	11	\$225	50%	100%	—	Y	—	—	—	—	55	30	65	Y	Y
Beverly, Mass.	—	30,609	—	23,478	—	20,392	—	17,752	—	—	14,752	15,200	1	Y	73	40	14-24	Y	11	\$325	50%	20	3,000	Y	—	—	—	—	55	20	65	Y	Y
Beverly Hills, Calif.	56,880	—	49,440	—	43,476	—	29,352	—	27,060	—	21,192	24,948	2½	N	111	40	15-25	Y	11	\$400	100%	12	10,000	Y	40%	50%	75%	75%	50	20	60	N	N
Big Spring, Tex.	—	—	17,400	—	16,140	—	14,820	—	14,820	—	12,240	14,100	2	Y	52	40	12	Y	6	—	100%	12	2,000	N	—	—	—	—	50	25	70	N	N
Birmingham, Mich.	28,209	32,030	27,708	27,708	23,448	25,223	22,195	23,845	22,342	23,970	18,688	22,530	3	Y	38	40	21-38	N	—	\$200	100%	12	3,000	N	—	50%	60%	70%	55	10	—	N	N
Bismarck, N.D.	25,070	35,970	19,608	25,032	17,796	22,704	15,372	19,608	—	—	13,944	17,796	4	Y	60	40	12-24	Y	8	—	100%	12	5,000	Y	40%	50%	60%	70%	48	15	—	N	Y
Bloomington, Ill.	24,856	33,514	—	—	22,568	30,290	20,488	27,456	—	—	18,330	22,256	20	Y	69	40	5-25	Y	10	100%	100%	30	5,000	Y	50%	60%	70%	75%	50	20	65	N	Y
Blossier City, La.	22,476	26,328	17,280	23,484	15,156	20,580	13,292	18,048	—	—	10,212	15,828	10	Y	94	40	15-30	Y	6	100%	100%	12	10,000	Y	—	—	—	—	—	20	—	N	N
Bowling Green, Ky.	21,008	26,000	13,676	16,276	—	—	12,636	14,508	12,636	14,508	11,400	13,936	5	Y	82	40	15-18	Y	5	\$200	—	12	—	Y	50%	62½%	75%	75%	50	20	57	N	N
Bowling Green, Ohio	21,403	27,144	18,595	23,566	16,910	21,403	15,413	19,490	—	—	14,040	17,722	6	Y	24	40	10-25	Y	9	\$250	100%	15	10,000	Y	—	60%	67½%	72%	52	25	—	N	Y
Bradenton, Fla.	—	26,156	—	19,656	—	18,304	—	16,380	15,028	15,704	13,416	15,028	1	Y	52	40	12	Y	8½	—	100%	12	5,000	N	50%	62½%	75%	75%	50	20	55	N	Y
Bristol, Tenn.	19,860	25,266	13,526	17,143	—	—	11,168	14,193	11,168	14,193	10,144	12,883	6	Y	—	40	10-20	Y	6	—	100%	12	10,000	Y	—	55%	65%	—	55	25	70	N	N
Broken Arrow, Okla.	—	—	—	—	18,216	18,780	15,288	17,064	12,924	17,064	11,352	15,048	5	Y	—	—	5-15	N	8	\$250	100%	120	—	N	50%	50%	50%	50%	—	20	65	N	N
Brookfield, Wisc.	—	31,620	—	26,724	25,200	25,536	—	23,373	—	23,373	19,765	21,560	3	Y	51	39	10-25	Y	10	\$200	100%	12	15,000	N	36%	45%	54%	63%	55	—	—	N	Y
Brook Park, Ohio	—	30,465	—	27,875	—	25,555	—	23,455	—	—	17,730	21,130	2	Y	44	40	10-25	Y	9½	\$400	100%	15	10,000	Y	—	60%	67%	72%	52	25	—	N	Y
Burlington, Iowa	22,224	25,032	18,672	21,252	17,544	20,856	—	—	13,596	15,828	13,596	15,828	2	Y	34	40	5-35	Y	9	\$300	100%	24	10,000	Y	50%	50%	50%	50%	55	22	—	N	Y
Calumet City, Ill.	26,546	30,438	23,326	26,744	22,023	25,251	21,174	23,725	—	—	19,906	22,823	7	Y	52	40	14-35	Y	11	\$300	90%	100%	25,000	Y	50%	60%	70%	80%	50	20	65	N	Y
Campbell, Calif.	39,655	—	28,083	34,315	25,440	31,058	22,457	27,416	—	—	19,337	23,605	3½	N	38	40	10-20	Y	12	\$270	100%	12	20,000	N	40%	50%	71%	—	50	5	60	N	N
Cape Girardeau, Mo.	12,552	24,552	11,136	21,216	10,632	20,232	10,128	19,776	—	—	8,664	18,624	—	Y	50	40	12-18	Y	10	100%	100%	12	—	Y	—	—	—	—	55	10	65	N	Y
Casper, Wyo.	28,824	35,052	—	—	24,336	—	22,800	—	18,756	20,652	15,420	20,652	4	N	81	40	18-20	Y	—	\$200	100%	18	13,000	Y	50%	62½%	62½%	62½%	—	20	—	N	N
Cedar Falls, Iowa	23,545	32,593	17,957	20,495	—	—	15,724	17,957	14,933	17,029	13,270	16,138	3	Y	46	40	10-25	Y	10	\$400	100%	18	5,000	Y	—	—	—	—	55	22	65	Y	Y
Chapel Hill, N.C.	22,349	29,950	15,127	20,272	13,721	18,387	—	—	12,445	16,667	11,288	15,883	6	—	72	42	15	Y	10	—	100%	15	15,000	N	—	—	—	—	55	20	—	N	Y
Charlottesville, Va.	26,489	35,541	19,742	26,489	17,043	22,868	14,714	19,742	12,703	17,044	12,703	17,044	13	N	85	40	14-28	Y	10	—	—	—	—	N	40%	50%	60%	70%	55	—	60	N	N
Cheltenham, Pa.	26,000	—	24,500	—	23,000	—	21,960	—	19,902	—	16,032	19,702	2	Y	80	40	5-25	Y	13	\$250	100%	14	20,000	Y	—	50%	50%	50%	55	25	60	N	Y
Chester, Pa.	23,847	—	20,831	—	—	—	19,652	—	18,540	—	17,340	18,000	3	Y	98	40	10-30	Y	13	100%	100%	15	25,000	Y	50%	50%	50%	50%	50	20	—	Y	Y
Cheyenne, Wyo.	21,840	33,000	22,800	27,000	21,600	2																											

25,000 TO 50,000 (Continued)

Corona, Calif.	33,708	—	31,248	—	21,912	26,640	19,872	24,156	20,352	21,372	15,192	20,352	5	—	52	40	13-20	Y	9	\$480	100%	12	50,000	N	50%	67½%	75%	75%	50	20	60	N	N
Coventry, R.I.	—	20,330	—	16,686	—	15,595	—	14,574	—	14,097	11,118	13,620	3	N	30	38½	12-24	Y	12	\$350	100%	100%	10,000	Y	—	50%	—	—	55	25	—	N	N
Covina, Calif.	31,884	38,760	28,824	35,040	25,416	30,888	22,956	27,876	19,824	24,108	17,976	21,864	3	N	38	40	—	Y	10	\$225	100%	12	10,000	Y	50%	50%	50%	50%	55	20	65	N	N
Cranford, N.J.	—	29,192	23,283	26,068	22,195	24,980	21,107	23,892	19,679	22,464	14,579	18,931	4	N	47	40	10-30	Y	12	\$300	100%	15	10,000	N	—	60%	65%	70%	—	25	65	N	N
Crystal, Minn.	—	—	—	—	25,380	25,380	23,844	23,844	17,832	22,020	16,812	21,000	3	Y	30	40	10-20	Y	11	100%	100%	12	10,000	Y	44%	50%	54%	54%	50	20	65	N	N
Cumberland, Md.	20,436	22,308	—	—	13,260	14,508	12,428	13,572	—	—	10,842	11,752	3	N	65	40	10-30	Y	11	—	100%	15	2,000	Y	—	—	—	—	60	25	70	N	Y
Danville, Ill.	26,500	26,500	—	—	23,182	23,182	20,182	20,182	16,955	18,650	16,955	18,650	15	Y	70	41	15-30	Y	8	\$355	100%	20	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Danville, Va.	27,913	39,312	17,992	25,313	15,558	21,860	14,102	19,822	14,102	19,822	11,606	16,328	7	Y	91	42	12-24	N	8½	100%	50%	12	—	N	40%	50%	60%	70%	60	28	60	N	N
Deerfield Beach, Fla.	23,940	35,985	20,685	31,040	18,800	28,115	16,577	22,193	14,331	19,177	14,331	19,177	5	Y	84	40	12-22	Y	11	\$180	100%	12	20,000	Y	60%	75%	90%	90%	55	10	70	N	N
DeKalb, Ill.	—	34,000	—	—	—	25,459	22,019	23,125	15,040	19,985	15,049	14,985	5	Y	43	40	10-20	Y	14	\$325	100%	12	10,000	N	50%	60%	70%	75%	50	20	—	N	N
Del City, Okla.	18,660	24,540	—	—	18,252	19,164	13,740	17,580	13,740	17,580	12,108	15,660	8	Y	35	40	10-20	Y	9	\$240	100%	12	15,000	Y	50%	62½%	75%	75%	55	20	70	N	N
Delray Beach, Fla.	24,253	34,120	18,990	26,741	17,246	24,253	15,644	21,993	—	—	14,186	19,963	—	N	79	40	12-18	Y	10	\$360	100%	12	15,000	N	50%	62½%	75%	—	52	20	65	N	Y
Del Rio, Tex.	17,400	18,000	14,916	15,516	13,716	14,316	12,516	13,116	11,316	11,916	11,316	11,916	½	Y	29	40	15	Y	11	—	50%	15	2,000	Y	—	—	—	—	49	28	65	N	Y
Denison, Tex.	24,103	24,103	19,404	19,404	16,764	16,764	15,972	15,972	—	—	12,504	14,484	1½	Y	30	40	15	Y	7	—	100%	15	10,000	Y	25%	30%	40%	55%	—	15	70	N	N
DePew, N.Y.	—	25,212	—	22,219	—	21,732	—	19,294	—	18,899	11,500	18,110	3	Y	32	40	14-35	Y	12	\$175	100%	18	20,000	Y	—	50%	—	—	—	25	62	N	Y
Dothan, Ala.	—	—	16,603	22,983	14,322	19,825	12,725	17,615	—	—	10,346	15,650	10	N	78	40	12-21	Y	11	—	100%	12	5,000	Y	50%	60%	67½%	72½%	—	20	70	N	Y
Downers Grove, Ill.	27,163	40,744	—	—	—	—	—	—	—	—	14,326	27,387	—	Y	53	40	14-28	Y	10	100%	100%	12	20,000	Y	50%	55%	60%	—	50	20	65	N	N
East Cleveland, Ohio ...	28,692	—	27,751	—	25,228	25,756	22,934	23,462	20,646	—	16,094	20,116	2	Y	66	40	14-28	Y	12	100%	100%	100%	7,500	Y	—	50%	60%	66%	52	25	—	N	Y
East Haven, Conn.	21,275	—	18,021	—	16,641	—	16,624	—	—	—	12,806	15,342	3	N	47	40	14-25	Y	12	\$425	100%	15	—	Y	—	50%	—	—	—	25	65	N	Y
East Point, Ga.	21,440	23,583	17,411	20,115	15,792	18,245	14,325	16,549	14,325	16,549	12,373	14,295	3	Y	95	40	12-25	Y	7	\$300	50%	12	25,000	N	—	—	—	—	65	25	65	N	N
Elk Grove Village, Ill.	25,928	35,078	—	—	21,566	29,178	20,655	27,945	—	—	17,750	24,014	—	N	78	40	10-23	Y	9	\$300	100%	12	—	N	50%	60%	70%	75%	50	20	70	N	N
Elkhart, Ind.	—	21,270	—	18,870	—	17,450	—	16,750	—	16,250	13,850	15,450	3	Y	99	40	15-30	Y	11	\$600	100%	12	5,000	N	—	—	—	—	55	20	—	N	N
Elmwood Park, Ill.	28,000	—	25,000	—	22,000	—	20,000	—	—	—	15,200	18,900	3	Y	34	40	14-42	Y	2	\$200	100%	12	10,000	N	25%	—	—	—	55	20	—	N	Y
Enfield, Conn.	—	22,161	—	—	—	19,684	—	17,454	—	16,525	14,453	15,842	3	N	75	40	12-30	Y	12	\$200	100%	15	10,000	Y	50%	60%	70%	80%	50	20	—	Y	N
Englewood, Col.	36,000	36,000	29,724	29,724	27,024	27,024	24,564	24,564	20,472	20,472	15,384	20,472	3	Y	71	40	15-18	Y	11	—	100%	5	20,000	Y	50%	55%	60%	60%	55	20	—	N	N
Evergreen Park, Ill.	29,091	29,952	—	—	25,548	26,412	23,130	24,220	19,395	22,585	15,317	21,920	4	Y	43	40	10-20	Y	9	\$225	100%	12	5,000	Y	50%	60%	70%	75%	50	20	65	N	N
Fairbanks, Alaska	42,588	53,832	39,384	49,788	35,028	44,280	39,541	41,142	39,541	41,142	32,219	38,002	3½	Y	51	40	18-36	Y	10	100%	100%	12	25,000	Y	45%	57½%	70%	70%	55	20	55	Y	N
Fairborn, Ohio	18,866	25,397	—	—	16,390	21,944	15,516	20,155	13,978	18,324	13,978	18,324	6	Y	36	40	12-22	Y	9	\$300	100%	15	10,000	Y	50%	60%	67½%	72%	48	25	65	Y	N
Fair Lawn, N.J.	27,042	30,732	24,692	27,042	22,469	24,692	20,329	22,469	—	—	13,171	20,329	5	Y	51	40	13-25	Y	13	\$450	100%	15	10,000	Y	—	60%	65%	65%	43	25	65	N	N
Fitchburg, Mass.	—	31,168	—	23,087	—	20,250	—	17,765	—	15,832	13,800	15,582	3	Y	80	37½	10-28	Y	11	\$300	75%	15	2,000	Y	50%	—	—	—	55	20	65	Y	N
Fond Du Lac, Wis.	25,623	34,827	23,368	23,368	20,846	21,346	18,746	19,746	18,746	19,746	13,980	18,185	2	Y	52	38½	10-25	Y	7½	100%	100%	12	—	N	36%	45%	54%	63%	55	25	—	Y	N
Fort Lee, N.J.	—	27,911	—	23,588	—	22,069	—	20,800	—	19,300	14,390	19,300	2	Y	78	40	12-22	Y	12	\$400	100%	15	10,000	Y	40%	60%	65%	—	42	25	65	N	N
Fort Myers, Fla.	22,256	33,800	16,588	25,220	—	—	16,289	21,838	—	—	11,684	18,865	—	Y	94	40	10-20	Y	9	\$400	100%	12	10,000	Y	45%	56%	67½%	75%	55	20	60	N	N
Fort Pierce, Fla.	18,657	26,124	14,622	20,467	12,625	17,680	11,460	16,036	—	—	10,400	14,560	7	N	53	40	12	Y	8	\$350	100%	12	5,000	Y	40%	50%	60%	70%	55	10	60	N	N
Fort Walton Beach, Fla.	22,963	32,302	17,992	25,313	12,792	17,992	11,606	16,328	—	—	10,524	14,809	8½	N	42	40	10-20	Y	8	\$200	80%	10	20,000	N	—	—	—	—	55	10	60	N	Y
Frankfort, Ky.	30,077	36,982	15,704	17,680	15,246	17,160	13,146	16,182	12,397	15,246	11,170	14,373	25	Y	48	40	15-30	Y	10	\$250	100%	12	5,000	Y	50%	62½%	75%	75%	50	20	62	N	Y
Frederick, Md.	22,013	30,473	16,427	22,739	14,900	21,655	14,190	19,642	—	—	12,257	16,967	25	Y	74	40	7-25	Y	9	\$125	91½%	12	2,000	Y	—	—	55%	55%	55	30	65	N	Y
Freeport, Ill.	17,255	22,728																															

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No of Uniformed Police Detectives	Hours Per Week	Annual Vacation Period (Days) MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN.	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max												After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
25,000 TO 50,000 (Continued)																																		
Glen Cove, N.Y.	—	41,000	—	38,000	33,000	35,000	—	32,000	—	—	19,000	26,000	4	Y	46	40	27	Y	13	\$500	100%	27	—	Y	50%	50%	50%	50%	—	20	70	Y	N	
Gloucester Twp., N.J.	27,424	—	24,414	—	22,904	—	21,414	—	19,914	—	13,393	18,414	1	Y	64	40	15-30	Y	16	\$500	80%	21	—	Y	—	60%	65%	—	55	25	65	Y	N	
Grand Island, Neb.	19,896	29,652	17,520	21,660	16,248	20,148	15,096	18,648	11,892	17,688	11,592	17,328	10	Y	42	40	10-20	Y	7	\$42	100%	12	5,000	Y	—	50%	55%	—	60	25	65	Y	Y	
Granite City, Ill.	—	27,570	23,180	24,072	22,275	23,028	21,337	22,158	20,364	21,147	17,448	21,147	15	Y	52	40	10-25	Y	9	\$150	100%	18	2,000	—	50%	60%	70%	75%	50	20	65	N	Y	
Greenfield, Wis.	31,120	31,120	29,000	29,000	24,904	26,562	23,085	24,662	22,380	23,796	17,820	21,600	3	Y	36	38	10-30	Y	10	\$220	100%	12	20,000	Y	—	—	—	55	—	—	N	Y		
Hackensack, N.J.	—	—	24,200	—	22,700	—	21,550	—	—	—	10,150	19,600	3	Y	101	40	18-24	Y	11	\$300	100%	15	—	Y	—	60%	65%	65%	—	25	65	N	N	
Hagerstown, Md.	26,400	28,896	—	—	20,700	23,196	19,160	21,656	11,150	—	—	15,150	3	N	91	40	5-20	Y	11	—	100%	15	5,000	Y	—	—	55%	55%	—	30	65	N	Y	
Hallandale, Fla.	36,432	—	31,590	—	24,455	27,700	20,855	24,000	16,380	20,055	15,200	19,100	5	Y	93	40	21-27	Y	2	\$120	100%	12	25,000	Y	50%	65%	75%	75%	57	10	62	N	N	
Hamtramck, Mich.	—	—	—	27,912	—	26,497	—	24,697	—	24,310	20,708	21,738	2	Y	35	40	24	Y	11	\$500	100%	18	15,000	Y	—	20%	20%	20%	60	25	65	Y	N	
Harvey, Ill.	30,128	30,128	23,919	23,919	21,873	21,873	21,123	21,123	20,502	20,502	17,644	19,222	2	Y	66	37½	10-30	Y	14	\$225	100%	15	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Hastings, Neb.	19,668	28,188	15,108	21,048	13,836	19,068	13,284	18,492	11,388	18,492	11,388	15,228	8½	Y	34	40	10-20	Y	8	\$600	80%	12	5,000	Y	—	40%	50%	50%	55	25	70	N	N	
Hempstead, N.Y.	—	42,154	37,087	38,826	33,911	35,650	30,520	32,257	30,111	31,174	20,865	28,007	25	Y	84	37	30-45	Y	14	\$400	100%	26	20,000	Y	50%	50%	50%	50%	—	20	62	Y	N	
Henderson, Ky.	16,890	20,613	—	—	12,875	15,704	11,648	14,206	11,648	14,206	10,546	12,875	7	N	—	40	15	Y	8	\$150	—	12	2,000	Y	50%	60%	70%	70%	41	20	—	N	Y	
Hickory, N.C.	21,893	29,348	14,817	19,865	13,449	18,014	12,192	16,338	—	—	10,032	13,449	—	Y	87	40	10-60	Y	—	100%	100%	10	—	N	—	—	—	—	—	—	N	N		
Highland, Ind.	23,562	24,300	—	—	—	21,822	—	20,645	—	20,130	13,867	18,996	3	Y	33	40	14-28	N	5	\$400	100%	—	10,000	N	50%	60%	70%	74%	55	20	—	N	N	
Highland Park, Ill.	—	38,004	—	—	21,687	29,064	19,671	26,361	—	—	16,786	22,504	5½	Y	55	40	10-20	Y	8	100%	100%	12	—	Y	50%	60%	70%	75%	50	20	63	N	Y	
Highland Park, Mich.	—	34,814	—	30,272	—	27,520	—	25,017	—	22,743	14,114	20,410	4	Y	84	40	10-30	Y	9	\$150	100%	20	25,000	Y	—	50%	50%	50%	50%	55	25	60	Y	N
Hobbs, N.M.	28,875	—	18,528	24,816	16,824	22,500	15,252	20,424	13,836	18,528	13,836	18,528	—	N	64	40	12-15	Y	8	\$420	60%	12	—	N	—	40%	50%	—	55	25	70	N	Y	
Hoffman Estates, Ill.	—	33,500	—	—	26,068	28,118	22,339	24,310	16,245	22,018	15,745	21,518	3	N	54	40	10-20	Y	12	\$310	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Holland, Mich.	27,498	34,944	—	—	22,214	27,373	18,075	22,256	17,222	21,174	15,642	19,094	3½	Y	50	40	8-29	Y	8	\$350	100%	13	10,000	N	—	50%	60%	70%	55	10	65	N	Y	
Holyoke, Mass.	—	29,760	21,213	22,222	18,940	19,841	16,910	17,713	14,058	15,061	13,758	14,761	4	Y	115	40	14-35	Y	11	\$275	50%	15	2,000	Y	—	—	—	—	55	20	65	N	N	
Hot Springs, Ark.	22,488	—	15,976	16,547	14,778	15,482	13,581	14,957	—	—	11,572	13,462	8	Y	63	40	15-20	Y	13	\$350	50%	20	2,000	Y	50%	50%	50%	50%	—	20	65	N	Y	
Huntington Park, Calif.	29,832	36,264	26,436	32,124	24,124	29,364	21,876	26,604	—	—	18,468	22,452	3	N	—	40	14-25	Y	13	\$165	100%	11	—	Y	—	50%	—	—	50	25	60	N	N	
Hutchinson, Kan.	20,484	27,420	18,048	22,625	16,491	20,671	14,290	17,929	14,290	17,929	12,819	15,330	2½	Y	55	40	14-28	Y	9	100%	100%	12	25,000	Y	50%	60%	66%	66%	50	22	—	N	N	
Idaho Falls, Idaho	—	26,520	19,718	25,792	17,888	23,296	17,118	21,133	15,829	19,510	13,395	19,219	16	Y	66	40	11-21	Y	10	\$280	100%	12	—	Y	40%	50%	60%	70%	55	25	65	N	N	
Inkster, Mich.	32,659	32,659	—	—	27,885	27,885	26,026	26,026	20,861	24,450	19,681	23,066	2	Y	41	40	12-25	Y	13	\$550	50%	12	—	Y	—	—	—	—	55	25	65	N	N	
Jackson, Mich.	28,343	35,162	25,877	31,777	23,471	28,823	21,344	25,242	20,364	24,221	17,354	22,353	5	Y	73	40	10-20	Y	12	\$450	100%	12	30,000	Y	—	63%	68%	73%	—	25	65	N	Y	
Jackson, Tenn.	19,740	20,460	15,900	16,620	15,060	15,420	14,220	14,580	10,800	13,680	10,380	13,260	6	Y	122	40	15-20	Y	7	100%	75%	15	—	Y	50%	50%	50%	50%	65	25	—	N	Y	
Johnston, R.I.	—	—	—	15,960	—	15,414	—	14,888	—	14,384	12,323	13,898	3	Y	47	37½	5-34	Y	11	\$250	100%	20	3,000	Y	50%	60%	—	—	—	20	—	Y	N	
Joplin, Mo.	—	—	16,920	19,752	15,636	18,264	14,436	16,920	13,308	15,636	12,180	14,436	9	Y	65	40	10-15	Y	8	\$320	100%	12	—	N	50%	55%	60%	65%	55	20	60	N	Y	
Kearny, N.J.	—	33,196	—	22,444	—	20,620	—	18,963	—	17,102	15,562	16,801	4	Y	123	40	35	Y	12	\$425	100%	365	5,000	Y	40%	60%	65%	65%	—	25	65	Y	Y	
Kenmore, N.Y.	25,928	—	22,748	—	20,642	—	—	—	19,013	—	14,143	17,555	2	Y	31	40	10-25	Y	12	100%	100%	14	—	Y	50%	50%	60%	70%	40	20	62	N	N	
Kent, Ohio	21,722	25,397	18,233	22,444	—	—	16,844	21,077	18,717	21,077	14,206	18,717	5	Y	31	40	10-25	Y	13	\$350	100%	14	17,500	Y	30%	60%	70%	72%	48	25	70	N	N	
Key West, Fla.	19,530	24,924	18,480	22,680	14,880	20,280	14,400	18,756	14,400	19,845	10,800	1																						

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min. to Max.	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.														After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
25,000 TO 50,000 (Continued)																																		
Lauderhill, Fla.	—	35,902	—	—	20,840	27,454	19,303	23,275	15,200	21,300	15,200	21,389	6	Y	60	40	10-15	Y	11	\$240	50%	12	10,000	Y	25%	31%	38%	44%	55	20	60	N	N	
Lawrence, Ind.	—	17,600	—	15,635	—	15,195	—	14,755	—	—	—	14,315	—	Y	33	48	12-24	N	7	\$600	100%	30	\$5,000	N	—	—	—	—	41	20	—	N	Y	
Leavenworth, Kan.	23,440	31,030	—	—	13,140	16,617	12,510	15,837	11,922	15,138	11,361	14,358	6	Y	36	41	10-15	Y	9	100%	100%	10	—	Y	40%	50%	60%	70%	55	20	65	N	Y	
Lebanon, Pa.	24,085	—	20,486	—	18,977	—	17,367	—	—	—	13,031	16,597	5	Y	41	40	15-30	Y	13½	\$450	100%	30	10,000	Y	50%	50%	50%	50%	—	—	—	Y	Y	
Lewiston, Idaho	23,295	26,690	20,779	23,206	19,790	21,302	17,721	19,074	—	—	13,695	17,080	4	N	40	40	12-20	Y	12	\$200	100%	12	10,000	N	50%	65%	65%	65%	—	15	—	N	Y	
Lexington, Mass.	25,000	37,000	18,200	26,400	14,200	24,500	13,500	20,200	—	—	12,500	18,031	5	Y	54	37½	7-35	Y	11	100%	75%	15	5,000	Y	50%	55%	60%	65%	55	20	60	Y	Y	
Linden, N.J.	—	33,703	—	27,594	—	25,085	—	22,599	—	21,199	14,484	19,999	5	Y	127	37½	12-27	Y	14	\$325	100%	15	15,000	Y	—	60%	65%	—	—	25	65	N	N	
Littleton, Colo.	—	—	28,500	28,500	26,988	26,988	24,024	24,024	21,900	21,900	15,432	20,304	3	Y	53	40	23-33	Y	0	\$170	100%	12	—	N	—	—	50%	50%	60	30	—	N	N	
Lockport, N.Y.	29,325	29,325	22,050	22,050	19,382	19,382	—	—	18,288	18,288	13,254	17,501	3	Y	55	40	10-20	Y	13	\$300	100%	15	20,000	Y	—	50%	—	—	—	25	62	N	Y	
Lodi, Calif.	33,540	40,980	22,392	27,216	20,280	24,660	18,408	22,392	—	—	15,876	19,320	4	N	50	40	10-20	Y	11	\$350	100%	12	—	N	40%	50%	60%	75%	50	10	60	N	Y	
Logan, Utah	20,946	28,142	18,387	24,669	16,640	22,381	14,810	19,968	13,104	17,680	11,128	16,827	5	N	32	40	10-20	Y	11	100%	—	12	25,000	Y	50%	50%	60%	60%	50	20	—	N	N	
Lombard, Ill.	28,700	36,894	—	—	27,431	28,535	24,161	25,369	15,329	22,020	15,329	22,020	6	N	54	40	10-25	Y	9	\$275	100%	12	10,000	Y	50%	60%	70%	75%	50	20	60	N	Y	
Longmont, Colo.	—	30,180	25,308	28,116	23,304	25,896	21,240	23,604	20,724	23,028	14,064	17,592	2	Y	63	40	11-15	Y	9½	\$100%	50%	12	—	N	—	—	—	—	—	—	—	N	N	
Longview, Wash.	—	38,800	—	—	—	30,720	25,896	27,420	—	23,784	19,344	23,784	4	Y	51	40	10-20	Y	12	\$200	100%	12	10,000	Y	40%	50%	60%	70%	58	5	60	N	N	
Los Altos, Calif.	33,384	40,584	—	—	26,064	35,016	23,412	28,452	20,196	24,564	20,196	24,564	3½	N	26	40	10-20	Y	11	\$264	100%	12	—	N	—	50%	—	—	55	25	64	N	N	
Lufkin, Tex.	—	23,952	—	21,108	18,115	18,695	15,928	17,226	13,793	18,115	11,925	13,659	3	Y	50	40	15-22	Y	7	\$270	100%	15	—	Y	—	—	—	—	60	28	65	N	Y	
Madison Heights, Mich.	29,079	32,310	—	—	26,874	27,676	24,566	25,289	—	23,540	19,161	22,689	3	Y	50	40	5-14	Y	12	\$450	100%	12	25,000	Y	40%	50%	55%	60%	—	25	65	Y	N	
Manhattan Beach, Calif.	—	—	—	—	21,884	29,400	19,944	26,652	15,914	24,168	15,914	24,168	7	Y	55	40	10-20	Y	12	\$150	50%	12	—	Y	50%	50%	75%	75%	—	—	60	N	N	
Mankato, Minn.	—	32,904	—	24,552	—	20,160	20,160	—	—	16,152	18,912	3	Y	32	40	10-25	Y	10	\$175	100%	12	—	Y	50%	—	—	—	—	50	20	58	N	Y	
Maple Heights, Ohio	—	28,184	—	25,168	—	22,880	—	20,800	18,907	19,864	16,952	18,907	2	Y	49	40	2-30	Y	12	\$300	100%	15	1,000	Y	—	60%	67½%	72%	52	25	—	N	Y	
Margate, Fla.	—	32,700	—	29,070	—	—	16,344	26,681	14,261	25,368	13,661	24,768	7	Y	73	40	10-20	Y	10	\$350	100%	12	10,000	Y	40%	50%	100%	100%	55	10	—	N	N	
Marietta, Ga.	24,856	30,183	22,547	26,083	15,246	22,547	14,539	21,466	—	—	10,837	16,016	9	N	90	40	10-20	Y	9	\$250	100%	10	8,000	Y	50%	—	—	—	45	—	55	N	N	
Marion, Ind.	—	17,165	—	15,700	—	15,472	—	15,077	—	—	10,825	13,734	—	N	73	40	35	N	11	\$575	100%	6	10,000	N	50%	60%	70%	74%	—	20	—	N	N	
Marion, Ohio	23,712	29,598	19,905	24,814	—	—	18,286	22,713	16,806	20,800	16,806	20,800	3	Y	54	40	14-35	Y	18	\$400	100%	15	5,000	Y	—	50%	60%	66½%	52	25	—	N	Y	
Marple Twp., Pa.	—	33,100	—	—	27,098	27,098	—	24,578	—	24,578	17,344	22,344	4	Y	33	40	10-25	Y	13	\$350	100%	100%	50,000	Y	50%	50%	50%	50%	55	25	—	Y	N	
Marshalltown, Iowa	23,782	26,350	17,898	19,798	—	—	16,202	17,956	14,574	15,660	14,574	15,660	5	Y	42	40	5-25	Y	10	\$275	100%	13	10,000	Y	—	50%	50%	50%	55	22	65	N	N	
Massillon, Ohio	24,285	24,285	17,790	20,474	17,102	19,787	16,624	19,099	15,398	17,723	15,398	17,723	3	Y	53	40	10-30	Y	N	\$350	100%	15	5,000	Y	—	60%	66%	66%	52	25	—	N	N	
Maywood, Ill.	—	33,000	—	—	26,178	26,763	24,209	24,808	14,933	22,083	14,933	22,083	5	N	52	40	15-25	Y	10	\$250	100%	12	20,000	Y	50%	60%	70%	75%	50	20	65	N	Y	
Medford, Ore.	26,772	37,800	22,260	31,404	—	19,068	27,024	17,256	25,992	15,684	23,628	4	N	61	40	10-30	Y	12	\$150	100%	12	20,000	N	27%	34%	41%	47%	55	20	60	N	N		
Melrose, Mass.	—	34,142	—	—	21,872	22,577	18,407	19,632	—	17,762	14,295	17,071	1½	Y	60	37½	14-35	Y	11	\$275	50%	15	—	Y	—	—	—	—	55	32	65	Y	N	
Memo Park, Calif.	38,556	—	26,175	31,812	23,140	28,111	22,049	26,793	20,012	24,296	19,054	23,140	3½	N	30	40	11-21	Y	11	\$400	100%	30	—	N	—	—	—	—	55	10	65	N	N	
Merced, Calif.	29,184	41,916	23,016	33,060	20,784	29,880	18,156	26,076	—	—	15,960	20,352	—	N	42	40	10-20	Y	11	\$225	100%	12	5,000	N	—	—	—	—	55	5	65	N	Y	
Merrillville, Ind.	22,635	—	20,000	—	18,325	—	17,412	—	—	—	13,000	16,700	3	Y	31	40	14-35	N	8	\$250	50%	120	5,000	N	50%	60%	60%	60%	41	20	—	N	Y	
Methuen, Mass.	—	31,415	—	22,659	—	20,231	16,603	18,063	13,995	15,707	13,995	15,707	2½	Y	51	40	10-20	Y	12	\$150	50%	15	—	Y	—	80%	—	—	55	10	65	Y	N	
Michigan City, Ind.	17,329	19,329	15,672	17,672	14,853	16,853	14,087	16,087	—	—	12,703	14,703	20	Y	84	40	5-41	Y	—	\$500	100%	30	10,000	Y	50%	60%	70%	74%	—	20	—	Y	Y	
Millbrae, Calif.	—	36,750	—	—	23,280	30,432	20,664	27,060	17,868	24,756	17,868	23,352	4½	Y	25	40	12-25	Y	11	\$355	100%	12	37,500	Y	40%	50%	55%	70%	55	20	—	N	Y	
Millcreek Twp., Pa.	—	23,481	—	22,288	—	21,165	—	19,704	—	—	16,721	18,096	2½	Y	46	40	10-30	Y	13	\$400	100%	15	10,000	N	—	50%	—	—	50	25	—	Y	Y	
Millot Mass.	—	34,549	—	22,205	—	22,792	19,034	20,620	13,035	18,047	12,435	17,447	4	Y	61	40	14-35	Y	11	100%	50%	15	2,000	Y	50%	60%	80%	80%	45	15	65	Y	Y	
Minot, N.D.	24,758	31,598	19,398	24,758	17,594	22,455	15,958	20,368	15,958	20,368	13,785	17,594	6	Y	62	40	12-18	Y	9	\$250	88%	12	7,500	Y	60%	60%	60%	60%	60	20	60	N	N	
Mishawaka, Ind.	17,960	19,760	15,123	16,923	14,603	16,46																												

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Aml. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs. Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.														After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
25,000 TO 50,000 (Continued)																																			
Monterey, Calif.	37,380	—	25,044	30,444	23,052	28,020	19,812	24,084	18,060	21,948	17,280	21,000	3	N	49	40	10-20	Y	12	\$300	100%	12	4,000	N	—	—	—	—	55	20	65	N	N		
Moore, Okla.	21,396	24,420	17,028	19,440	16,128	17,628	14,964	16,356	13,800	15,084	11,400	13,812	3	Y	47	41¼	13-19	Y	10	\$360	50%	15	2,000	N	50%	60%	70%	75%	41	20	70	N	Y		
Morgantown, W.Va.	—	26,312	—	18,699	—	16,140	—	15,371	—	—	12,604	13,936	2	Y	49	40	10-20	Y	11	\$250	100%	18	10,000	Y	60%	65%	—	—	50	20	65	N	N		
Mt. Lebanon, Penna.	—	32,153	—	—	—	25,580	21,178	22,178	—	—	17,212	19,630	4	Y	44	40	10-25	Y	11	\$400	100%	18	50,000	Y	—	50%	55%	60%	55	25	55	Y	N		
Murfreesboro, Tenn.	—	22,000	15,600	16,713	14,294	15,600	12,776	14,200	13,129	14,947	11,416	13,129	5	N	62	40	10-15	Y	9	100%	100%	12	—	N	—	50%	60%	—	55	25	55	N	N		
Muskogee, Mich.	—	31,000	27,720	28,140	25,620	26,040	23,520	23,940	—	—	20,200	21,000	4	Y	56	40	10-20	Y	11	\$225	100%	12	—	Y	—	50%	—	—	55	25	60	N	N		
Nampa, Idaho	20,556	25,008	16,248	19,764	15,024	18,276	13,896	16,896	—	—	12,852	15,624	5	N	30	40	14-28	Y	12	\$348	100%	15	2,000	N	40%	50%	60%	70%	55	25	60	N	N		
Napa, Calif.	31,848	37,824	24,660	30,624	22,536	27,936	18,384	23,460	—	—	15,816	20,196	3½	N	64	40	10-20	Y	12½	\$240	100%	12	28,000	Y	50%	—	—	—	55	20	65	Y	N		
Naperville, Ill.	27,415	37,091	—	—	20,536	27,785	19,210	25,991	16,704	21,668	16,704	21,668	—	N	42	40	10-20	Y	10	100%	100%	12	20,000	Y	50%	60%	70%	80%	50	20	70	N	N		
Natchez, Miss.	16,650	—	14,062	—	13,048	—	11,961	—	13,212	—	11,352	11,796	—	Y	53	40	14-28	Y	10	—	100%	72	5,000	Y	50%	—	—	—	—	20	65	N	Y		
Naugatuck, Conn.	—	22,636	—	—	—	15,724	—	14,938	—	14,676	12,492	14,152	1	Y	42	40	10-25	Y	13	\$300	—	15	15,000	N	—	—	—	—	60	20	65	Y	N		
Needham, Mass.	31,046	34,148	—	—	21,752	24,245	18,831	20,233	16,068	17,824	15,318	17,074	3	Y	54	40	14-28	Y	11½	\$250	50%	15	5,000	Y	—	—	—	—	55	30	65	Y	N		
New Berlin, Wis.	—	28,337	—	25,761	23,852	24,508	20,042	20,538	20,042	20,538	15,295	18,580	3	Y	52	37½	14-32	Y	10	100%	100%	12	10,000	N	36%	45%	54%	63%	—	55	N	Y			
Newburgh, N.Y.	25,042	—	21,916	—	19,775	—	18,525	—	17,455	17,776	14,155	16,174	5	Y	55	40	21-35	Y	9	\$250	100%	15	—	Y	50%	—	—	—	40	20	—	N	Y		
New Castle, Ind.	—	15,001	—	13,172	—	12,957	—	—	—	13,172	11,752	12,311	—	Y	46	40	7-28	N	13	\$600	100%	30	5,000	N	50%	60%	70%	74%	41	20	65	N	Y		
New Castle, Penna.	22,241	22,241	—	—	18,847	18,847	18,395	18,395	18,395	18,395	13,000	17,669	2	Y	47	40	12-25	Y	10	\$320	100%	21	20,000	Y	50%	50%	50%	50%	50	20	—	Y	Y		
New Iberia, La.	18,180	21,600	12,825	15,192	11,799	13,824	11,286	13,265	—	—	10,260	11,280	4	Y	54	40	15	Y	8	—	50%	365	6,000	Y	65%	80½%	100%	100%	50	20	—	N	N		
New London, Conn.	—	26,328	—	21,312	—	18,115	—	16,677	—	16,381	13,478	14,926	3	Y	74	40	10-25	Y	11	\$250	100%	18	5,000	N	40%	50%	60%	60%	57	15	65	N	Y		
Newport, Ky.	—	18,189	11,921	12,421	11,280	12,130	10,866	11,566	—	—	10,299	11,299	20	Y	46	40	21-31	Y	10	\$300	100%	120	2,000	Y	50%	62½%	75%	—	50	20	55	Y	Y		
Niles, Ohio	—	22,394	—	—	—	—	—	19,041	—	17,997	13,788	17,997	3	Y	31	40	14-42	N	12	\$200	100%	15	5,000	Y	50%	60%	67½%	72%	52	25	—	N	Y		
Northampton, Penna.	—	—	—	—	24,825	24,825	21,950	21,950	17,000	19,445	17,000	19,445	2	Y	57	40	6-30	Y	—	\$300	100%	13	20,000	Y	—	50%	—	—	50	25	50	Y	Y		
Northampton, Mass.	—	28,548	—	—	17,420	20,592	16,484	17,888	12,636	14,768	12,636	14,768	4	Y	54	40	14-28	Y	11	\$350	50%	15	2,000	Y	—	—	—	—	55	20	65	Y	Y		
Northbrook, Ill.	—	35,000	29,664	32,280	27,180	29,232	23,904	26,784	16,224	23,892	15,744	23,412	3½	Y	54	40	12-23	Y	11	\$338	100%	12	—	Y	50%	60%	70%	75%	50	20	—	N	N		
North Miami, Fla.	30,659	39,124	23,982	30,659	21,777	27,788	19,739	25,230	—	—	17,035	21,777	5	Y	87	40	10-20	Y	11	\$450	100%	10	2,000	Y	50%	62½%	75%	87½%	50	14	55	N	N		
N. Miami Bch., Fla.	32,155	32,155	24,667	32,022	22,830	29,063	20,345	25,925	—	—	15,891	20,345	5	Y	88	40	12-22	Y	13	\$420	50%	12	10,000	Y	—	—	—	—	52	20	60	N	N		
North Olmsted, OH	29,040	30,781	25,699	27,240	23,363	24,764	21,239	22,513	—	—	15,011	20,466	2	Y	43	40	10-25	Y	10	\$375	—	15	—	Y	—	50%	60%	66%	52	25	65	N	Y		
North Platte, Nebr.	28,246	39,645	17,534	24,398	14,331	18,928	12,958	16,848	12,958	16,848	11,606	14,934	5	Y	41	40	5-20	Y	9	\$420	100%	12	15,000	Y	—	40%	—	—	55	25	65	N	N		
North Providence, R.I.	—	18,600	—	17,300	—	16,200	—	15,500	—	15,000	10,500	14,750	2	Y	40	37½	10-24	Y	11	\$250	100%	15	—	N	50%	60%	70%	75%	—	20	—	N	N		
North Tonawanda, N.Y.	27,289	—	22,368	—	19,822	—	—	—	18,231	—	14,648	17,631	3	Y	54	40	10-25	Y	13	100%	100%	18	10,000	Y	—	50%	—	—	—	25	70	N	Y		
Norwich, Conn.	—	24,200	—	21,045	—	19,214	—	16,708	—	16,273	12,569	14,530	5	N	65	40	10-20	Y	12	\$255	100%	12	10,000	Y	—	50%	60%	60%	50	25	65	N	Y		
Nutley, N.J.	28,000	28,000	22,144	—	—	—	19,798	—	—	—	14,250	17,700	5	Y	68	40	15-30	Y	13	\$225	100%	15	5,000	Y	—	60%	70%	70%	—	25	65	N	Y		
Oakland Park, Fla.	23,607	30,129	20,392	26,026	19,907	25,407	18,056	23,044	15,978	20,392	15,597	19,907	4	Y	70	40	13	Y	8	—	100%	13	—	Y	45%	56½%	67½%	67½%	58	20	—	N	N		
Oak Park, Mich.	—	37,191	—	34,626	—	32,061	—	29,496	—	27,701	20,404	25,649	3	Y	75	40	5-25	Y	13	\$645	100%	12	35,000	N	40%	50%	60%	70%	50	10	60	N	N		
Oak Ridge, Tenn.	26,811	30,180	21,985	24,772	15,912	21,340	14,414	19,364	11,876	18,428	6	N	42	40	16	Y	10	—	—	100%	100%	9¼	5,000	N	—	—	—	—	60						

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg Pension	Min Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN.	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
25,000 TO 50,000 (Continued)																																			
Peabody, Mass.	—	38,447	—	23,942	—	21,002	—	18,422	—	16,020	14,191	16,020	½	Y	90	37	14	28	Y	14	\$275	80%	16	2,000	Y	—	—	—	—	55	10	65	Y	Y	
Pekin, Ill.	29,200	—	23,152	—	22,009	—	20,867	—	—	—	19,725	—	—	Y	50	40	10-30	Y	9	\$300	100%	15	—	Y	50%	50%	70%	75%	50	20	—	N	Y		
Pembroke Pines, Fla.	25,878	37,368	—	—	19,311	27,885	19,500	21,827	—	—	12,400	19,958	5	Y	73	40	10-20	Y	11	\$240	100%	12	25,000	N	—	—	—	—	55	5	60	N	N		
Pennsauken, N.J.	32,040	—	24,820	—	23,525	—	21,500	—	18,810	—	14,745	17,415	3	Y	92	40	15-32	Y	16	—	100%	17	—	Y	—	60%	63%	65%	55	25	—	N	Y		
Perth Amboy, N.J.	24,360	29,100	18,544	21,931	17,781	20,958	16,799	19,901	14,686	18,938	14,686	18,938	4	Y	109	40	16-26	Y	13	\$585	100%	15	2,000	Y	40%	60%	65%	65%	—	25	65	N	N		
Petersburg, Va.	22,675	28,949	16,927	21,604	14,623	18,660	13,254	16,927	12,022	15,352	11,452	14,623	6	Y	85	42	12-24	Y	12	\$300	100%	12	—	N	23%	36%	40%	52½%	55	5	60	N	N		
Piqua, Ohio	—	24,779	—	—	—	21,771	—	20,396	—	19,150	16,530	19,150	2	N	29	40	10-30	Y	11	100%	100%	15	5,000	Y	50%	60%	67½%	72%	48	25	—	N	Y		
Plainfield, N.J.	25,784	33,597	22,356	30,546	19,386	26,486	16,828	22,998	14,605	19,965	14,605	19,965	11	Y	131	40	13-26	Y	5	\$300	100%	15	—	Y	40%	60%	65%	65%	—	25	—	N	Y		
Plantation, Fla.	—	—	—	—	—	—	17,591	25,123	15,620	22,309	15,620	22,309	9	N	96	40	12-26	Y	10	\$500	—	12	—	N	50%	62½%	75%	76%	55	20	—	N	N		
Ponca City, Okla.	25,136	—	16,990	—	16,070	—	15,229	—	15,229	—	11,247	14,059	3	Y	48	40	10-20	Y	10	\$440	100%	12	5,000	N	50%	62½%	75%	75%	42	20	—	N	N		
Port Chester, N.Y.	36,173	36,173	31,456	31,456	27,353	27,353	23,785	23,785	21,183	21,183	15,478	20,683	4	Y	56	40	10-28	Y	13	\$200	100%	100%	10,000	Y	50%	50%	50%	50%	40	20	62	N	N		
Port Huron, Mich.	—	34,598	—	28,336	21,272	24,640	19,338	22,400	18,371	21,279	17,580	20,364	3	Y	55	40	11-25	Y	9	\$350	100%	12	—	N	—	50%	57½%	65%	55	25	60	Y	N		
Portsmouth, N.H.	26,492	26,492	20,372	20,372	19,137	19,137	17,901	17,901	16,265	16,265	13,222	15,665	3½	Y	53	40	10-30	Y	11½	\$300	100%	15	10,000	N	50%	60%	70%	75%	45	20	—	N	Y		
Rahway, N.J.	33,000	—	31,225	32,263	27,348	28,777	23,519	25,614	21,573	23,816	15,289	22,822	4	Y	54	42	12-25	Y	12	\$675	100%	15	5,000	Y	—	—	—	—	—	25	65	N	N		
Rapid City, S.D.	—	29,040	—	22,075	—	20,075	17,560	18,165	—	17,447	12,152	16,620	4	Y	73	40	5-20	Y	9	\$275	100%	14	\$5,000	N	40%	50%	60%	70%	45	10	—	N	N		
Raytown, Mo.	29,471	39,872	24,700	27,092	21,502	23,582	18,746	20,540	17,108	18,746	13,572	17,108	2	N	54	40	6-24	Y	9	—	100%	17	5,000	N	50%	—	50%	50%	55	—	70	N	N		
Renton, Wash.	—	40,104	—	37,128	—	33,444	—	29,580	—	26,388	22,032	25,728	3	Y	59	40	12-24	Y	12	\$350	100%	15	—	Y	40%	50%	60%	60%	50	5	55	N	N		
Rialto, Calif.	29,808	36,252	25,116	30,552	22,788	27,696	20,676	25,116	18,755	22,608	17,856	21,708	3	N	50	40	10-20	Y	11	\$250	50%	11	7,000	N	—	—	—	—	50	5	60	N	Y		
Richmond, Ind.	—	20,955	—	16,484	—	15,678	—	15,232	—	15,232	13,856	14,356	1	Y	77	40	7-30	Y	10	\$500	70%	100%	—	N	50%	60%	70%	74%	55	20	—	Y	Y		
Ridgewood, N.J.	30,399	32,042	25,147	26,073	23,308	24,240	21,189	22,037	—	—	17,043	20,300	3	Y	47	40	13-15	Y	8	\$275	100%	15	—	Y	50%	60%	65%	65%	—	25	65	N	N		
Riviera Beach, Fla.	19,922	26,378	19,078	21,985	17,344	19,977	15,122	18,243	13,760	16,587	13,760	16,587	3½	Y	73	42	12-20	Y	11	\$350	100%	12	10,000	Y	—	—	—	—	—	—	65	N	Y		
Rock Hill, S.C.	20,550	27,497	15,329	20,550	13,915	18,636	12,625	16,910	12,625	16,910	10,920	14,601	—	N	68	40	10-20	Y	8½	—	100%	10	1,000	N	37%	44%	52%	61%	55	20	65	N	Y		
Rocky Mount, N.C.	24,596	32,968	17,472	23,426	15,106	20,228	13,702	18,356	13,052	17,472	11,258	15,106	—	Y	107	40	10-20	Y	7	\$450	100%	12	11,258	N	25%	30%	40%	50%	50	30	65	N	Y		
Rome, N.Y.	26,016	—	21,189	—	19,541	—	18,128	—	19,541	—	14,432	16,951	1	Y	66	40	10-28	Y	11	\$350	100%	100%	4,000	Y	50%	50%	50%	50%	—	20	70	Y	Y		
St. Charles, Mo.	22,099	28,188	—	—	18,649	23,771	16,590	21,467	15,067	19,479	14,362	18,562	12	Y	75	40	10-20	Y	10	\$400	100%	12	—	N	—	—	—	—	50	5	65	N	N		
St. Cloud, Minn.	27,672	30,324	23,100	25,272	21,156	23,100	20,220	22,092	20,220	22,092	16,104	19,368	4	Y	55	40	12-30	Y	11	\$390	100%	12	10,000	Y	43%	49%	52%	52%	50	20	65	N	N		
Salina, Kans.	24,384	33,000	18,204	22,248	16,260	19,872	14,664	17,928	14,664	17,928	12,408	15,168	4	N	50	40	10-20	Y	10	\$250	100%	12	—	N	40%	50%	60%	66%	55	20	—	N	N		
Salisbury, N.C.	19,995	26,643	15,048	19,995	13,708	18,191	11,905	15,795	9,895	14,378	9,895	14,378	7	N	54	40	12-18	Y	6	\$375	100%	12	—	N	—	—	100%	100%	50	30	72	N	Y		
San Bruno, Calif.	28,224	34,320	23,712	28,824	22,272	27,144	19,296	23,508	17,665	21,483	16,824	20,460	3½	N	42	40	10-20	Y	—	\$225	100%	12	6,600	Y	43%	50%	64¼%	75%	50	5	60	N	Y		
Sandusky, Ohio	—	27,420	21,394	23,004	—	—	—	19,274	—	—	16,536	17,364	3	Y	45	40	10-20	Y	10½	\$250	100%	15	10,000	Y	—	60%	67½%	72%	52	25	—	N	N		
San Luis Obispo, Calif.	—	38,400	26,448	32,448	23,208	28,512	20,400	26,376	18,384	22,560	17,448	21,432	3½	N	50	40	12-20	Y	12	\$300	100%	12	10,000	N	50%	50%	50%	50%	55	20	60	N	N		
San Marcos, Tex.	—	—	—	—	—	15,676	16,711	14,313	14,995	11,070	13,679	2½	Y	32	40	15	Y	9	\$360	100%	15	6,000	Y	—	50%	60%	70%	50	25	70	N	N			
San Rafael, Calif.	31,764	37,656	27,024	31,980	25,680	28,260	21,864	24,064	19,548	21,540	17,052	20,496	4½	N	71	40	10-25	Y	11	\$300	—	12	5,000	Y	—	—	—	—	—	20	—	N	N		
Santa Cruz, Calif.	—	40,000	—	—	—	28,600	21,204	25,320	—	—	18,672	22,284	—	N	60	40	10-25																		

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN —MAX	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	After 20 Yrs of Service													After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
25,000 TO 50,000 (Continued)																																		
Southgate, Mich.	35,547	35,547	30,212	30,212	27,468	27,468	25,730	25,730	24,586	24,586	14,700	24,086	2	Y	45	40	20-35	Y	10	\$575	100%	15	15,000	Y	—	62½%	67½%	70%	50	25	65	Y	Y	
South Holland, Ill.	—	30,000	—	26,600	24,000	27,000	22,400	26,100	21,500	24,700	21,052	24,700	15	Y	28	40	14-21	Y	9	\$350	100%	10	10,000	Y	50%	60%	—	—	50	20	—	N	N	
South Kingstown, R.I. ..	22,654	—	18,203	—	16,803	—	15,303	16,803	14,103	15,203	9,700	14,103	6	Y	38	37½	12-24	Y	11	100%	100%	15	10,000	N	—	50%	55%	60%	—	25	—	N	N	
South San Francisco, Ca. ..	29,307	35,630	25,584	31,096	23,192	28,184	20,738	25,210	18,782	22,838	17,056	20,738	3½	Y	63	40	12-27	Y	12	\$225	100%	90	5,000	Y	—	—	—	—	50	5	60	N	N	
Sparks, Nev.	—	33,660	23,337	29,928	20,101	25,779	17,314	22,204	—	15,213	19,510	5	Y	76	40	15-21	Y	9	\$400	65%	15	—	Y	50%	62½%	75%	75%	50	20	—	Y	Y		
Springfield, Twp, Oh.	16,100	—	—	—	—	—	15,075	—	14,800	—	—	14,800	—	N	—	40	14-28	N	11	\$250	100%	15	1,000	N	—	—	50%	—	52	30	—	N	Y	
State College, Pa.	26,500	—	—	—	22,500	—	18,400	—	—	—	14,200	16,400	—	Y	47	40	10-20	Y	12	—	100%	12	35,000	Y	—	50%	50%	50%	55	25	60	N	Y	
Stillwater, Okla.	18,346	23,421	15,870	20,238	15,080	19,282	13,686	17,472	10,733	13,686	10,733	13,686	3	N	42	40	13-23	Y	—	\$182	100%	12	5,000	N	50%	62½%	75%	75%	55	20	70	N	N	
Stow, Ohio	25,760	25,760	—	—	21,528	22,836	19,573	20,780	—	—	15,725	18,865	3	Y	28	40	10-25	Y	13	\$325	100%	15	15,000	Y	50%	60%	67½%	72%	48	25	—	N	N	
Suffolk, Va.	21,000	27,984	15,336	20,064	13,416	17,544	11,736	15,336	10,272	—	10,272	13,416	7	Y	71	42	12-24	Y	9	\$500	100%	12	—	N	—	—	—	55	25	60	N	N		
Sunrise, Fla.	—	26,000	24,168	25,200	22,220	23,320	20,900	22,000	14,560	19,797	14,300	19,537	3	N	82	40	10-25	Y	12	100%	50%	12	20,000	N	47½%	55%	62½%	70%	57	10	—	N	N	
Superior, Wis.	—	28,368	22,386	22,746	21,334	21,694	19,199	19,559	19,715	20,075	18,046	18,654	2	Y	63	40	14-35	Y	9	\$200	95%	12	—	Y	36%	45%	54%	63%	55	25	60	N	Y	
Teaneck, N.J.	—	31,374	—	26,956	—	24,100	—	21,660	—	—	16,420	19,672	5	Y	85	38½	13-25	Y	12	\$300	100%	15	5,000	Y	—	60%	65%	65%	—	25	65	N	N	
Temple, Tex.	28,500	31,400	18,000	21,300	16,000	19,100	14,200	16,000	12,000	15,000	—	—	—	Y	88	40	15	Y	7	\$480	100%	15	6,000	Y	—	—	—	—	50	25	65	N	N	
Texarkana, Tex.	25,332	25,332	17,148	17,148	15,540	15,540	14,100	14,100	—	—	11,892	13,428	2½	Y	67	40	5-20	Y	6	\$300	100%	15	—	Y	—	—	—	—	50	25	65	N	Y	
Texas City, Tex.	—	—	—	22,596	—	—	—	20,052	—	—	12,924	18,336	5	Y	44	40	15	Y	10	—	100%	15	5,000	Y	—	—	—	—	55	25	65	N	N	
Thornton, Colo.	28,800	38,400	25,212	32,304	23,472	30,060	20,604	26,388	18,300	23,436	15,588	21,816	4	N	84	40	12-24	Y	12	\$480	100%	12	—	Y	50%	50%	50%	50%	60	25	—	N	N	
Torrington, Conn.	—	24,000	—	18,100	16,800	17,000	15,860	16,175	—	15,080	12,640	15,240	4	Y	66	40	7-28	Y	13	100%	100%	18	10,000	N	40%	50%	60%	70%	—	25	65	N	Y	
Upland, Calif.	36,936	44,904	29,472	35,820	24,984	30,372	22,668	27,540	20,052	24,384	18,636	22,668	3½	Y	60	40	22	Y	11	\$200	50%	12	5,000	N	40%	50%	75%	75%	50	20	60	N	Y	
Urbana, Ill.	29,380	29,380	—	—	24,821	25,980	20,442	22,485	18,173	19,990	17,659	19,991	10	Y	43	40	12-20	Y	7	\$300	100%	—	2,000	Y	50%	60%	70%	75%	50	20	65	N	N	
Vacaville, Calif.	40,939	40,939	26,293	31,960	24,565	29,859	21,222	25,796	19,261	23,412	18,344	22,297	3½	Y	46	41½	15-25	Y	—	\$289	100%	12	8,950	N	40%	50%	60%	70%	50	5	62	N	N	
Valdosta, Ga.	—	—	2,963	19,888	11,795	18,077	10,243	15,670	9,775	14,943	9,328	14,251	—	Y	—	40	12-15	N	7½	\$400	100%	12	2,000	N	—	—	—	—	65	10	65	N	N	
Valparaiso, Ind.	21,747	23,409	18,282	19,685	17,225	18,472	16,278	17,447	15,409	16,513	12,958	15,462	4	Y	35	40	7-35	N	12	\$400	100%	6	5,000	N	50%	60%	—	—	—	—	—	N	Y	
Vancouver, Wash.	—	38,377	1,248	34,440	28,332	29,736	25,692	26,976	—	—	19,164	24,480	4	Y	73	40	42	Y	12	\$350	100%	180	4,000	Y	40%	50%	60%	60%	50	25	60	Y	Y	
Victoria, Tex.	21,996	—	1,776	24,168	14,556	20,976	13,524	20,088	13,524	20,088	12,468	18,275	8	Y	85	40	12-30	Y	10	\$240	100%	12	—	N	—	—	—	—	55	20	—	N	N	
Wakefield, Mass.	—	—	—	22,932	23,972	18,980	20,852	—	18,980	16,016	17,160	2	Y	50	40	7-28	Y	11	\$325	75%	10	—	Y	50%	63%	75%	80%	55	20	65	Y	N		
Wallingford, Conn.	23,829	—	—	—	19,436	—	17,747	—	16,210	13,332	16,210	5	Y	59	40	5-30	Y	11	\$200	100%	18	15,000	Y	40%	50%	60%	—	—	50	25	65	Y	N	
Warminster, Pa.	26,605	—	—	—	25,768	25,768	22,172	22,172	20,563	20,563	17,000	19,825	2	Y	45	40	10-25	Y	13	100%	100%	10	—	N	—	50%	—	—	50	25	—	N	N	
Watertown, Mass.	—	35,488	25,316	26,752	22,110	23,364	19,310	20,405	16,791	17,744	16,791	17,744	1	Y	84	38½	14-28	Y	11	\$300	50%	15	—	Y	—	—	75%	80%	55	30	65	Y	N	
Watertown, N.Y.	22,989	29,342	—	—	—	—	15,561	19,859	17,156	—	12,802	16,339	5	Y	53	40	12-21	Y	11	100%	100%	12	—	Y	50%	50%	60%	70%	—	20	62	N	N	
Wayne, Penna.	33,522	33,522	—	—	27,935	27,935	23,279	23,279	—	21,339	17,776	19,399	3	Y	50	40	14-35	Y	12	—	100%	15	35,000	Y	—	50%	50%	50%	55	25	—	Y	Y	
Webster Groves, Mo.	26,194	28,290	17,677	22,561	17,255	20,956	16,038	19,485	16,038	19,485	13,824	18,117	3	Y	42	40	12-24	Y	9	\$420	100%	12	—	N	40%	40%	60%	60%	55	30	60	N	N	
Weirton, W.Va.	26,000	26,000	21,171	21,171	19,383	19,383	17,953	17,953	16,523	16,523	15,132	16,523	1	Y	40	40	5-25	Y	11	\$300	100%	30	10,000	Y	60%	65%	—	—	50	20	65	Y	Y	
Wellesley, Mass.	24,542	36,812	—	—	18,601	27,901	16,399	24,599	16,711	19,815	15,472	18,204	3	Y	53	40½	5-30	Y	13	\$16,0000														

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX														After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
25,000 TO 50,000 (Continued)																																			
Wilmette, Ill.	29,233	40,300	24,899	34,340	21,694	29,920	20,245	27,922	18,053	24,899	18,053	24,899	20	Y	43	40	10-20	Y	10	\$375	100%	100%	—	Y	50%	60%	70%	70%	50	20	65	N	Y		
Wilmington, N.C.	25,263	35,368	18,929	24,075	16,424	20,843	16,424	18,039	15,632	17,214	11,772	17,214	—	Y	96	44	12-24	Y	10	\$300	100%	12	—	Y	31%	39%	47%	54%	65	30	—	N	Y		
Winona, Minn.	30,153	30,153	24,385	24,385	22,555	22,555	19,812	20,808	19,812	20,808	15,709	19,212	4	Y	38	40	10-20	Y	10	\$300	100%	12	10,000	N	47%	53%	56%	56%	50	20	65	N	N		
Woonsocket, R.I.	20,000	22,000	15,768	17,376	15,301	16,479	14,124	15,300	13,094	14,515	13,094	14,515	1	Y	97	37½	15-28	Y	12	\$325	100%	15	20,000	N	—	50%	55%	60%	—	25	65	Y	N		
Xenia, Ohio	16,390	25,604	—	—	19,510	21,548	16,827	18,574	12,355	17,160	12,355	17,160	6	Y	39	40	—	Y	9	\$250	100%	15	10,000	Y	—	60%	—	72%	52	25	—	N	Y		
Yakima, Wash.	30,300	36,948	28,632	31,872	26,148	28,656	20,244	24,588	—	—	16,416	22,260	3½	Y	87	40	11-22	Y	11	100%	100%	180	5,000	Y	40%	50%	60%	70%	50	25	—	Y	N		
York, Penna.	—	27,972	22,896	25,186	21,479	23,627	20,235	22,259	18,995	20,895	13,151	20,502	25	Y	93	40	6-25	Y	12	—	100%	30	10,000	Y	50%	—	—	—	50	20	65	Y	Y		
Zanesville, Ohio	19,302	27,310	15,204	20,592	—	—	13,000	16,993	14,480	16,640	14,480	16,640	4	Y	41	40	22	Y	—	\$400	100%	15	—	Y	—	50%	60%	66%	52	25	65	N	N		
POPULATION: 10,000 TO 25,000																																			
Aberdeen, Wash.	30,420	36,984	25,284	30,732	22,944	27,876	20,796	25,284	18,852	22,944	18,852	22,944	4	N	38	40	12-20	Y	11	—	100%	—	5,000	Y	40%	50%	60%	60%	50	25	75	N	N		
Ada, Okla.	17,568	22,452	13,440	15,540	12,204	14,160	10,968	12,864	—	—	10,536	12,168	3	Y	33	40	10-20	Y	10	\$175	95¼%	15	—	N	50%	62½%	75%	75%	55	20	—	N	Y		
Adrian, Mich.	25,168	26,770	—	—	—	—	—	20,800	—	19,479	16,000	18,500	2½	Y	30	40	10-20	Y	11	100%	100%	10	10,000	Y	34%	43%	51%	60%	55	10	60	N	Y		
Aiken, S.C.	24,400	24,400	14,615	22,691	13,252	20,571	12,015	18,653	13,908	21,605	10,879	16,911	—	N	50	40	10-20	Y	9	\$300	100%	12	2,000	N	40%	45%	50%	55%	55	30	70	Y	N		
Albert Lea, Minn.	—	31,120	—	—	—	22,600	—	—	20,842	21,382	17,243	19,386	2	N	29	40	12-20	Y	12	\$240	100%	12	5,000	N	50%	50%	50%	50%	50	20	60	Y	—		
Albion, Mich.	23,000	—	20,400	—	16,000	19,469	15,245	18,536	15,245	18,536	14,828	18,022	4	Y	20	40	7-28	Y	9	\$350	100%	12	15,000	N	50%	62½%	67½%	72½%	50	25	60	N	Y		
Alpena, Mich.	—	22,217	—	20,987	—	—	—	17,888	—	17,888	16,099	16,868	3	Y	22	40	16-32	Y	10	100%	100%	12	15,000	Y	40%	50%	60%	70%	55	10	60	Y	Y		
Ambridge, Pa.	—	19,894	—	—	—	—	—	18,039	—	16,320	17,320	1	Y	15	40	10-25	Y	11	\$325	100%	30	1,500	Y	50%	50%	50%	50%	55	25	55	N	Y			
Americus, Ga.	17,680	24,200	13,853	17,680	12,584	16,037	11,419	14,539	11,419	14,539	10,358	13,187	4	N	40	40	5-20	Y	5	\$600	100%	12	7,500	N	—	30%	30%	35%	50	25	65	N	N		
Amherst, Ohio	21,715	—	19,346	—	17,895	—	17,079	—	—	—	14,236	16,782	5	Y	15	40	5-25	Y	13	\$350	100%	15	10,000	Y	—	—	—	—	—	—	—	Y	N		
Andalusia, Ala.	14,000	18,000	—	—	—	—	10,982	12,927	10,982	12,927	9,609	11,126	7	N	18	44	6-18	Y	7	\$250	100%	12	2,000	Y	40%	50%	60%	70%	60	10	70	Y	N		
Anoka, Minn.	23,279	31,913	21,150	28,785	—	—	19,773	26,656	21,036	21,936	17,436	21,036	3	Y	18	40	10-20	Y	11	100%	100%	12	10,000	N	50%	60%	70%	80%	55	10	70	N	N		
Apache Junction, Ariz. ..	26,148	42,576	21,000	34,200	19,520	31,776	18,144	29,544	15,672	25,524	14,208	23,160	10	N	16	40	10-15	Y	9	\$360	100%	12	10,000	N	50%	55%	60%	60%	—	25	65	N	Y		
Artesia, N.M.	—	21,840	—	17,256	—	14,940	—	14,436	—	15,624	12,504	14,280	2	N	28	40	10-20	Y	7	100%	50%	12	20,000	N	—	—	—	—	—	—	65	N	N		
Ashland, Ohio	20,267	—	16,623	—	15,500	—	14,535	—	—	—	13,636	12,378	1	Y	27	40	5-25	Y	11	\$325	50%	15	2,500	Y	—	60%	—	—	52	25	—	N	N		
Ashtabula, Ohio	—	17,280	—	15,374	—	—	—	14,166	—	—	12,915	13,569	1	Y	33	40	10-25	Y	11	\$300	100%	15	6,000	Y	50%	60%	67½%	72%	52	25	—	Y	Y		
Aston Twp., Pa.	26,000	—	—	—	—	—	21,348	—	—	18,408	19,408	1	Y	15	40	6-30	Y	11	—	100%	17	30,000	Y	—	50%	—	—	55	20	—	Y	N			
Athens, Ala.	—	17,925	—	—	11,382	15,066	10,394	13,718	9,922	13,090	9,473	12,505	7	N	27	40	10-20	Y	7	\$260	—	12	—	—	—	—	—	62	10	65	N	N			
Athens, Ohio	17,000	18,866	15,500	17,368	—	—	15,142	15,621	—	—	11,128	13,125	8	Y	21	40	10-20	Y	10	\$250	100%	10	7,500	Y	—	—	—	—	48	25	—	N	N		
Auburn, Me.	18,500	24,500	15,369	18,682	13,405	15,525	11,586	13,405	10,501	12,168	10,501	12,168	3	N	39	42	12-16	Y	10	\$250	100%	12	—	Y	—	50%	—	—	—	25	—	N	Y		
Austin, Minn.	—	31,449	—	24,398	—	22,193	—	21,091	—	21,091	16,494	19,364	4	N	33	40	10-30	Y	11	\$385	100%	12	4,000	Y	50%	—	—	—	50	20	65	Y	Y		
Avon Lake, Ohio	25,179	25,179	—	—	22,781	22,781	21,221	21,221	—	—	14,459	18,962	4	Y	23	40	10-25	Y	10	\$400	100%	15	10,000	Y	50%	60%	67½%	72%	48	25	65	N	Y		
Barrington, R.I.	—	23,834	—	—	—	—	13,447	17,100	15,174	16,074	11,964	15,174	3½	Y	24	37½	14-20	Y	11	\$450	100%	18	8,000	N	—	50%	70%	—	—	25	70	N	N		
Barstow, Calif.	25,920	30,948	—	—	19,764	23,748	17,304	20,760	15,720	18,864	14,376	17,244	4	N	26	40	13-20	Y	8½	\$360	100%	12	10,000	N	50%	52½%	55%	57½%	55	20	60	N	Y		
Bartow, Fla.	23,500	—	19,841	—	17,400	—	15,970	—	15,280	—	14,620	—	—	Y	27	40	10	Y	10	\$400	50%	12	20,000	N	—	—	—	—	55	10	—	N	Y		
Bay Village, Ohio	26,160	—	—	—	22,525	—	21,350	—	20,430	—	14,000	19,950	3	Y	22	40	14-28	Y	11	\$400	100%	15	20,000	Y	40%	60%	67½%	72%	52	25	65	N	Y		
Beacon, N.Y.	—	23,911	—	—	—	21,729	—	18,932	—	18,370	13,705	17,496	20	Y	30	40	10-30	Y	12	\$400	100%	13	—	Y	50%	50%	—	—	40	20	65	N	Y		
Beaver Falls, Pa.	18																																		

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max													After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
10,000 TO 25,000 (Continued)																																		
Bogalusa, La.	—	19,101	—	13,374	—	12,304	—	11,764	—	—	9,598	10,699	3	Y	28	42	7-35	Y	11	\$170	100%	365	5,000	Y	66½%	83½%	100%	—	50	20	—	Y	Y	
Boone, Iowa	22,512	22,752	18,192	18,432	—	—	—	—	—	—	13,644	16,764	20	Y	16	42	6-24	Y	10	\$300	100%	18	5,000	Y	—	50%	—	55	22	65	N	N		
Brainard, Minn.	—	—	—	21,497	—	—	18,494	19,677	13,836	15,141	13,836	15,141	10	Y	17	40	10-30	Y	—	\$250	100%	12	10,000	Y	50%	—	—	50	20	65	Y	N		
Brattleboro, Vt.	16,900	21,356	13,550	17,300	—	—	15,044	15,838	14,308	15,044	11,197	13,621	3½	N	25	40	18-26	Y	11	100%	100%	12	5,000	N	50%	55%	60%	65%	60	30	65	N	N	
Brentwood, Tenn.	—	21,600	—	—	—	—	—	17,916	15,132	16,548	12,084	15,132	2½	N	21	40	20	Y	—	\$250	50%	12	10,000	N	—	50%	—	55	10	60	N	N		
Bristol, Penna.	—	26,500	—	—	—	24,100	—	22,700	—	19,717	17,674	19,196	2	Y	71	40	5-30	Y	11	—	100%	15	25,000	Y	—	50%	—	55	25	—	N	Y		
Bristol, R.I.	—	21,724	—	18,762	—	17,330	—	16,394	—	16,394	12,577	15,547	2	Y	30	40	5-25	Y	12	\$375	100%	20	—	N	50%	50%	50%	50%	—	23	—	N	N	
Brookfield, Ohio	—	15,600	—	—	—	—	—	—	—	—	10,900	12,600	2	N	10	42	7-14	N	11	\$100	100%	5	—	N	—	—	—	55	20	—	N	Y		
Brookings, S.D.	19,880	21,880	15,429	17,429	14,757	16,757	14,421	16,421	—	—	13,112	16,085	4	Y	24	40	10-20	Y	9	100%	100%	18	15,000	N	—	50%	60%	70%	50	25	65	Y	N	
Brooklyn, Ohio	27,841	—	—	—	—	—	22,080	—	20,379	—	14,618	19,779	1	Y	31	40	14-28	Y	9	\$300	100%	15	3,500	Y	—	60%	67½%	72%	52	25	70	N	Y	
Bucyrus, Ohio	—	21,546	—	18,761	—	16,254	—	—	—	18,761	14,036	14,742	2	Y	19	40	10-20	Y	8	\$250	100%	15	—	Y	—	60%	67½%	72%	48	25	—	Y	N	
Buffalo Grove, Ill.	23,200	34,800	—	—	20,400	27,500	18,300	25,600	—	—	14,900	22,400	5	Y	33	40	10-20	Y	10	\$400	100%	9	10,000	Y	50%	60%	75%	75%	50	20	—	N	N	
Burlington, N.J.	25,289	26,210	—	—	19,810	20,671	—	—	15,503	19,236	15,001	18,590	3	Y	35	40	12-25	Y	12	\$300	100%	15	—	Y	—	60%	65%	65%	—	25	65	Y	Y	
Burnville, R.I.	—	—	14,700	14,700	—	—	13,800	13,800	14,200	14,200	12,200	13,000	1½	Y	15	37½	4-24	Y	12	\$400	100%	24	—	N	—	50%	60%	70%	—	25	—	N	N	
Butler, Pa.	23,788	25,013	20,638	21,863	19,506	20,731	18,370	19,595	20,638	21,863	17,237	18,462	20	Y	28	40	15-30	Y	9	\$300	100%	21	15,000	Y	50%	60%	—	50	20	65	Y	Y		
Cahokia, Ill.	24,740	26,719	22,447	24,027	21,202	22,898	20,154	21,766	20,493	20,673	16,776	20,493	20	Y	26	40	7-35	Y	12	\$420	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y	
Cambridge, Md.	18,715	27,655	16,045	23,707	14,856	21,952	13,755	20,326	11,792	17,426	10,108	17,426	10	N	33	40	6-21	Y	15	\$200	100%	15	1,000	N	—	—	52%	60%	60	30	70	N	N	
Camden, Ark.	17,243	20,155	—	—	12,604	14,726	11,190	13,104	—	—	9,963	11,648	5	Y	26	40	15	Y	11	\$400	100%	20	5,000	Y	50%	50%	50%	50%	41	20	60	N	Y	
Campbell, Ohio	—	19,587	—	—	—	15,715	14,587	15,137	—	15,137	12,760	14,560	1	Y	18	40	5-30	Y	10	\$315	100%	15	7,000	Y	—	60%	70%	72%	52	25	70	Y	Y	
Canonsburg, Pa.	20,456	—	—	—	—	—	18,150	18,400	17,024	17,588	14,800	17,588	—	Y	17	40	5-30	Y	13	100%	100%	15	20,000	Y	—	50%	50%	50%	55	25	55	N	Y	
Canton, Ill.	22,000	26,000	—	—	—	—	17,500	20,000	—	—	13,400	18,000	10	Y	17	40	10-20	Y	7	\$360	100%	5	10,000	Y	50%	60%	70%	—	50	20	—	Y	Y	
Carbondale, Pa.	—	15,150	—	—	—	14,650	—	14,150	—	14,150	12,850	13,450	½	Y	18	40	21-28	Y	12	\$300	100%	15	10,000	Y	50%	62½%	75%	75%	50	20	65	N	Y	
Carlisle, Pa.	25,775	—	—	—	—	19,000	—	15,493	—	12,659	15,493	3	Y	27	40	10-22	Y	8	\$300	100%	12	—	Y	—	50%	—	—	55	25	—	N	N		
Carnegie, Pa.	—	21,462	—	—	—	—	—	17,027	—	—	13,096	16,370	½	Y	13	40	5-25	Y	9	\$270	100%	15	30,000	Y	—	50%	—	55	25	65	N	N		
Carol Stream, Ill.	27,815	35,717	—	—	23,389	30,059	20,989	26,952	—	—	17,237	22,134	—	N	24	40	12-20	Y	7	100%	100%	12	15,000	N	50%	60%	70%	75%	50	20	65	N	Y	
Carpentersville, Ill.	27,500	27,500	—	—	23,500	23,500	20,832	22,428	15,648	20,016	15,648	20,016	5	Y	34	40	10-20	Y	7½	100%	100%	12	10,000	Y	50%	60%	70%	75%	50	20	65	N	N	
Carteret, N.J.	—	30,000	—	26,000	—	23,000	—	20,000	—	—	15,000	18,000	4	Y	48	40	10-30	—	14	\$575	100%	15	10,000	Y	—	60%	65%	—	25	65	N	Y		
Casa Grande, Ariz.	22,308	29,400	—	—	17,724	23,364	16,176	21,324	14,100	18,552	14,100	18,552	5	—	35	40	12-24	Y	9	—	100%	12	5,000	Y	50%	55%	60%	60%	41	20	—	N	Y	
Center Line, Mich.	—	—	—	—	28,151	—	26,186	—	24,359	—	17,263	22,661	4	Y	27	40	16-25	Y	13	\$450	100%	100%	—	N	—	62½%	—	49	25	65	Y	Y		
Chambersburg, Pa.	—	20,672	—	—	—	—	15,289	15,931	—	—	11,400	14,647	12	N	25	40	10-20	Y	11	—	100%	18	12,000	Y	70%	70%	—	55	25	—	Y	Y		
Chanute, Kan.	19,700	21,600	15,700	17,270	—	—	13,440	—	13,800	—	11,360	12,440	1	Y	19	40	10-20	Y	9	—	100%	12	—	N	40%	50%	60%	70%	55	20	—	Y	Y	
Chelsea, Mass.	—	34,025	24,552	—	—	21,349	18,565	—	—	—	14,280	16,143	2	Y	70	40	21-35	Y	14	\$300	75%	100%	2,000	Y	—	—	—	50	12	65	Y	Y		
Cheviot, Ohio	—	18,305	—	—	—	—	—	16,057	—	—	14,024	15,583	—	Y	19	44	15-35	Y	9	\$200	100%	15	—	Y	—	—	—	52	25	70	N	Y		
Chicago Ridge, Ill.	—	23,390	—	—	—	—	21,805	—	20,046	—	16,153	20,046	3	Y	21	40	6-30	Y	9	\$350	100%	12	5,000	Y	50%	60%	70%	75%	50	20	65	N	Y	
Chickasha, Okla.	—	19,500	—	14,604	—	13,908	—	12,648	—	13,908	10,800	11,880	1	N	31	40	5-15	Y	9	\$300	50%	12	—	N	50%	—	—	41	20	—	Y	N		
Chillicothe, Oh.	18,240	21,382	14,997	17,805	—	—	14,165	16,97,																										

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN —MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
10,000 TO 25,000 (Continued)																																	
Collingswood, N.J.	—	27,198	—	24,725	—	22,477	—	20,434	—	19,326	14,904	18,576	3	Y	22	40	5-20	Y	15	\$375	100%	—	—	N	—	—	—	—	—	25	—	N	N
Colton, Calif.	28,044	33,468	—	—	23,952	28,572	21,360	25,500	18,720	22,320	17,580	20,988	3½	N	37	40	14-28	Y	11	\$120	100%	96	—	Y	50%	—	—	—	50	20	60	N	N
Columbia, Pa.	19,936	21,000	—	—	—	—	—	16,436	—	—	9,000	15,922	5	Y	11	40	5-30	Y	11	100%	100%	17	10,000	Y	50%	50%	50%	50%	55	25	—	N	Y
Conneaut, Ohio	—	16,000	—	—	16,557	—	—	16,140	—	—	13,374	15,787	2	Y	21	40	5-25	Y	13	\$500	100%	15	—	Y	50%	60%	67½%	72%	52	25	—	Y	Y
Connersville, Ind.	—	16,200	—	14,448	—	14,448	—	14,124	—	14,124	13,092	13,512	¼	Y	36	40	15-35	Y	9	\$500	75%	12	10,000	N	50%	60%	70%	74%	41	20	55	Y	Y
Cooper City, Fla.	—	23,611	—	—	—	20,492	15,082	19,249	14,571	17,711	13,877	17,711	6	Y	24	40	10-15	Y	10	\$200	100%	12	5,000	N	20%	25%	30%	35%	55	10	—	N	N
Cordele, Ga.	11,500	14,500	9,960	10,700	9,960	10,700	—	—	9,962	10,691	8,528	9,422	1	N	27	40	10	Y	6	\$250	100%	6	6,000	N	27%	33%	40%	47%	55	11	65	N	N
Cortland, N.Y.	—	26,330	—	—	18,131	19,631	16,634	18,131	16,634	18,131	13,674	16,634	19	N	41	40	5-20	Y	11	\$300	100%	15	3,000	Y	50%	—	—	—	20	62	Y	N	
Crawfordsville, Ind.	19,950	19,950	17,800	17,800	15,291	16,791	14,070	15,270	14,070	15,891	12,600	15,300	20	Y	27	40	7-21	Y	12	\$375	99%	—	2,000	N	50%	60%	70%	74%	41	20	—	N	Y
Crestwood, Mo.	—	—	—	—	20,761	26,377	17,157	21,799	15,598	19,816	14,179	18,015	6½	N	29	40	10-20	Y	11½	\$420	100%	12	—	Y	30%	37½%	45%	52½%	55	—	70	N	N
Crowley, La.	—	17,292	—	13,801	—	13,115	—	12,398	—	—	6,793	11,960	6	N	30	40	15-21	Y	6	\$200	50%	365	—	Y	66½%	82½%	100%	100%	50	20	—	N	Y
Cudahy, Wis.	—	—	26,282	—	25,622	—	23,498	—	23,498	—	17,671	20,757	3	Y	26	39	14-35	Y	10	\$275	100%	12	—	Y	—	50%	50%	—	55	25	—	Y	Y
Dania, Fla.	28,000	—	—	—	18,031	25,372	16,355	23,013	13,455	21,954	12,814	20,873	5	Y	37	40	20	Y	10	—	100%	12	24,000	Y	40%	50%	60%	70%	55	10	62	N	N
Deerfield, Ill.	37,921	—	—	—	29,396	—	27,091	—	16,484	23,334	16,484	23,334	4	N	33	40	10-25	Y	12	\$350	100%	12	8,000	Y	50%	60%	70%	75%	50	20	65	N	Y
Defiance, Ohio	19,500	19,500	—	—	17,000	17,000	16,000	16,000	14,500	14,500	12,000	14,500	3	Y	21	40	10-25	Y	10	\$250	100%	15	6,000	Y	50%	60%	67½%	72%	52	20	72	N	N
Delaware, Ohio	26,632	28,873	22,959	24,890	—	—	20,141	21,457	—	—	14,901	18,658	4	Y	27	40	10-25	Y	11	\$150	100%	15	12,500	Y	—	50%	60%	66%	52	25	—	N	Y
Deming, N.M.	14,184	18,072	11,940	15,192	11,532	14,688	11,172	14,184	10,776	13,704	10,416	13,260	6	N	23	42	10-15	Y	8	\$120	80%	10	2,000	N	50%	50%	50%	—	62	20	—	N	N
Derby, Conn.	—	17,857	—	—	—	16,657	—	15,010	—	15,010	13,516	14,412	1	N	22	40	14-28	Y	10	\$300	—	16	2,000	—	40%	50%	60%	70%	55	25	—	Y	Y
Douglas, Ariz.	26,556	31,067	—	—	17,660	18,543	15,292	17,703	15,353	16,121	12,683	14,681	2	N	32	40	10-25	Y	8	\$300	100%	12	2,000	N	50%	55%	60%	—	—	20	—	N	Y
Dover, N.J.	—	30,150	—	26,149	—	23,922	—	22,356	—	—	12,000	20,844	—	N	29	40	12-25	Y	13	\$250	100%	15	—	Y	50%	60%	65%	—	25	65	N	N	
Dunkirk, N.Y.	—	—	—	17,641	17,904	16,118	—	—	—	—	14,800	16,118	3	N	33	40	10-25	Y	11	\$550	100%	12	10,000	Y	50%	—	60%	—	—	20	62	Y	Y
Durango, Colo.	25,581	32,644	20,036	25,587	—	—	17,313	22,107	15,184	17,792	13,728	16,336	5½	N	27	40	5-20	Y	9	\$180	100%	10	5,000	Y	50%	50%	50%	50%	55	20	70	N	Y
Durant, Okla.	—	—	10,689	12,662	10,406	12,237	10,008	11,725	10,524	12,444	9,449	11,058	5½	Y	21	40	10-15	N	10	100%	100%	10	3,000	N	50%	60%	70%	75%	—	20	—	N	N
Dyersburg, Tenn.	17,853	—	13,603	—	—	—	12,470	—	12,046	—	9,904	11,554	4	Y	38	40	14-21	Y	12	\$200	100%	12	3,000	N	33%	41%	49%	49%	60	20	65	N	Y
E. Grand Rapids, Mich.	—	28,106	—	24,804	—	23,144	20,852	22,672	20,852	22,672	15,652	21,164	4	Y	17	40	10-20	Y	11	100%	100%	12	20,000	N	—	—	—	—	55	10	70	N	N
Easthampton, Mass.	—	25,000	—	—	—	—	—	15,600	—	15,600	11,700	13,884	3	Y	21	37½	14-30	Y	12	\$250	50%	15	4,000	—	—	—	80%	55	20	65	N	Y	
East Liverpool, Ohio	20,702	22,498	18,344	20,140	16,953	18,749	—	—	15,677	17,473	15,677	17,473	20	Y	25	40	14-42	Y	10	\$250	100%	180	10,000	Y	—	62½%	69%	72%	48	25	—	Y	Y
East Moline, Ill.	34,607	—	31,030	—	24,667	27,394	22,884	26,202	—	—	19,569	21,060	5	Y	30	40	14-35	Y	9	\$250	100%	15	2,000	Y	50%	60%	70%	75%	50	20	65	Y	N
Ecorse, Mich.	—	35,877	—	—	—	25,170	—	24,034	—	23,461	19,711	21,983	3	Y	45	40	24	Y	14	\$525	100%	12	15,000	N	50%	50%	50%	50%	55	25	60	Y	Y
El Dorado, Kan.	20,229	25,818	17,474	22,303	15,849	20,229	—	—	—	—	12,419	18,348	7	Y	21	40	12-17	Y	7	\$200	80%	12	—	N	—	—	—	—	60	—	70	N	N
Elizabethtown, Ky.	11,969	18,288	—	—	10,099	14,328	9,387	13,512	—	—	8,418	11,856	5	N	21	40	7-21	Y	6	\$300	100%	12	—	Y	—	—	—	—	15	70	N	Y	
El Reno, Okla.	18,876	22,644	13,860	16,830	—	—	12,612	13,860	12,012	13,200	10,890	12,612	—	N	21	40	15	Y	9	\$300	100%	12	10,000	N	50%	75%	75%	75%	55	20	65	N	N
El Segundo, Calif.	36,552	51,588	31,164	44,100	26,328	32,112	23,364	28,500	21,132	25,800	20,124	24,576	3½	N	58	40	12-22	Y	12	\$240	66%	12	10,000	Y	—	—	—	50	20	—	N	N	
Endicott, N.Y.	—	22,800	—	19,757	—	18,447	—	17,136	—	17,136	11,664	15,227	2	N	37	40	10-20	Y	11	\$225	100%	12	—	Y	—	50%	—	—	25	65	N	Y	
Ephrata, Pa.	—	21,000	—	—	19,000	—	16,000	—	18,000	10,000	14,600	3	Y	14	40																		

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required/Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.														After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
10,000 TO 25,000 (Continued)																																			
Fostoria, Ohio	24,500	24,500	20,217	20,217	—	—	18,948	18,948	—	—	15,017	17,888	3	Y	27	40	10-30	Y	15	\$300	100%	15	15,000	Y	—	50%	60%	66%	52	25	—	Y	Y		
Frankfort, Ind.	—	16,752	—	14,267	—	13,982	—	—	—	14,611	—	13,273	—	N	27	40	14-28	Y	—	\$500	100%	90	—	N	50%	60%	70%	74%	—	20	—	N	Y		
Franklin, Ind.	—	16,318	—	14,899	—	14,071	—	18,834	—	—	—	13,480	—	Y	19	40	7-21	Y	13	\$450	75%	100%	10,000	N	50%	60%	70%	75%	—	20	—	N	Y		
Franklin, Tenn.	—	18,500	—	14,220	—	13,704	—	12,920	—	12,920	11,685	12,024	—	N	30	40	14-21	Y	7	\$200	100%	12	5,000	N	—	—	—	—	62	—	62	N	N		
Franklin Park, Ill.	—	31,347	—	26,937	—	24,488	—	22,262	—	21,238	15,500	20,238	2	N	47	40	6-24	Y	7	\$350	100%	7	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y		
Fredericksburg, Va.	21,345	—	15,210	—	14,503	—	13,182	—	11,960	—	11,960	18,460	—	N	37	40	10-20	Y	7	\$250	100%	12	—	N	—	—	66%	—	55	30	60	N	N		
Fremont, Ohio	—	22,333	—	19,269	—	17,891	—	16,785	—	15,717	12,572	15,717	2	Y	32	40	10-25	Y	11	\$350	100%	15	5,000	Y	—	60%	67½%	72%	52	25	—	Y	Y		
Fulton, Mo.	23,358	25,284	17,355	18,786	—	—	14,237	15,411	—	—	10,578	13,958	7	N	22	40	10-15	Y	9	—	100%	15	5,000	N	—	—	—	—	62	5	70	N	N		
Galena Park, Tex.	25,092	—	—	—	—	—	19,848	19,848	—	19,152	17,952	19,152	—	Y	15	40	15	Y	7	—	100%	15	10,000	Y	—	—	—	—	—	—	—	N	N		
Galion, Ohio	—	25,604	—	22,172	—	19,364	—	—	—	—	13,457	16,931	1	Y	19	40	10	Y	14	\$300	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	Y		
Gardner, Mass.	—	23,400	—	20,592	—	19,032	—	17,472	—	—	12,500	15,600	5	Y	34	37½	14-28	Y	11	\$295	75%	15	2,000	Y	—	—	—	—	55	20	65	Y	N		
Geneva, N.Y.	—	25,050	19,476	21,649	17,719	19,842	16,376	18,277	17,670	—	14,294	16,211	3	Y	34	40	5-25	Y	12	\$300	100%	—	—	Y	—	50%	—	—	45	25	62	Y	N		
Girard, Ohio	—	20,543	—	18,269	—	—	—	—	—	—	—	16,922	1	Y	21	40	14-28	Y	11	\$250	100%	15	10,000	Y	20%	60%	72%	—	52	25	70	N	Y		
Glencoe, Ill.	—	34,000	28,700	30,000	25,000	27,500	—	—	—	—	16,380	22,380	3	N	30	40	10-20	Y	11	\$225	75%	12	5,000	N	50%	60%	70%	70%	50	20	—	N	N		
Glendale Hts., Ill.	27,000	—	—	—	25,730	—	24,602	—	14,416	21,210	14,416	21,210	6	N	22	40	14-28	Y	10	—	100%	12	10,000	Y	50%	60%	75%	75%	50	20	—	N	N		
Glen Rock, N.J.	20,000	29,380	18,000	26,557	16,200	24,150	15,300	22,950	—	—	13,450	22,350	5	Y	21	40	10-20	Y	12	\$300	100%	20	—	N	—	60%	65%	65%	43	25	65	N	N		
Glens Falls, N.Y.	—	19,626	—	16,797	—	—	—	16,333	—	15,768	13,161	15,268	9	N	34	40	14-35	Y	10	\$275	100%	15	—	Y	—	—	—	—	55	25	65	N	Y		
Gloucester City, N.J.	18,684	20,844	—	—	—	—	—	17,048	—	17,048	14,012	15,892	4	Y	20	40	12-25	Y	13	\$250	100%	15	—	Y	—	60%	65%	—	—	25	65	N	N		
Golden Valley, Minn.	—	40,283	—	35,363	—	—	28,404	29,328	—	24,120	15,024	23,100	3	Y	28	40	14-28	Y	11	100%	50%	12	—	Y	—	—	—	—	55	10	55	N	N		
Goshen, Ind.	16,775	16,775	13,875	13,875	13,382	13,382	13,030	13,030	13,382	13,382	12,479	12,759	1	Y	30	40	7-28	Y	8	\$500	100%	12	—	N	50%	60%	70%	74%	55	20	—	N	N		
Grand Haven, Mich.	24,261	28,102	—	—	—	—	17,880	20,710	16,734	19,383	16,326	18,910	3	N	22	40	5-20	Y	9	\$250	100%	12	10,000	N	40%	50%	57%	60%	55	15	65	N	N		
Grandview, Mo.	25,908	33,684	20,946	28,277	19,032	25,693	17,306	23,363	13,562	16,593	13,562	16,953	—	Y	36	40	10-15	Y	8	\$360	50%	12	10,000	N	—	—	—	—	—	—	—	N	N		
Grants Pass, Ore.	27,324	29,556	22,476	25,032	18,192	23,220	16,920	21,564	—	—	14,688	18,768	4	N	30	40	10-20	Y	9	100%	100%	12	10,000	N	—	—	—	—	55	—	60	N	Y		
Great Bend, Kan.	19,500	27,352	16,692	23,348	15,184	19,292	13,780	17,524	11,867	15,381	11,867	15,381	—	Y	32	42½	12	Y	7	\$156	100%	12	—	Y	—	—	—	—	—	—	70	N	Y		
Greenbelt, Md.	22,817	29,972	21,153	27,809	19,760	25,916	17,555	23,046	16,556	22,048	14,352	19,011	15	Y	26	40	13-26	Y	9	100%	75%	13	10,000	N	—	46%	55%	64%	46	25	70	N	N		
Greensburg, Penna.	19,908	—	18,704	—	17,500	—	17,193	—	16,427	—	14,197	16,427	1	Y	30	40	14-35	Y	12	\$325	100%	100%	10,000	Y	50%	—	—	—	50	20	65	Y	Y		
Greenville, Ohio	—	18,013	—	—	—	16,300	—	—	—	—	10,500	15,800	3	N	18	40	14-35	Y	10	100%	100%	18	—	Y	—	—	—	—	48	25	—	N	Y		
Grosse Pointe Pk., Mich.	—	31,500	—	—	—	27,000	—	25,600	—	23,270	14,480	22,485	4	Y	23	40	19-29	Y	7	100%	100%	12	13,000	N	—	50%	60%	70%	55	25	60	Y	N		
Haddonfield, N.J.	25,047	—	—	—	21,688	—	19,717	—	—	—	13,529	18,578	2½	Y	22	42	7-28	Y	12	\$700	100%	—	—	N	—	60%	65%	—	—	—	65	N	N		
Hammon, N.J.	—	—	—	—	—	19,200	—	19,000	—	12,000	18,000	5	Y	18	40	12-15	Y	13	\$300	100%	15	5,000	Y	—	50%	60%	65%	—	25	—	N	N			
Hanford, Calif.	28,032	33,900	22,740	27,504	20,136	24,336	17,376	20,964	16,164	19,524	15,432	18,600	4½	N	36	40	10-19	Y	6½	\$300	50%	11	8,000	N	50%	50%	50%	50%	55	20	65	N	N		
Hannibal, Mo.	21,226	—	14,571	—	13,705	—	13,252	—	12,973	—	12,094	12,259	½	Y	33	40	14-28	Y	10	\$300	100%	100%	5,000	N	—	39%	39%	39%	55	25	—	N	N		
Hanover, Penna.	27,000	—	—	—	22,000	—	17,900	18,880	—	—	13,890	16,660	5	Y	17	42	5-22	Y	12	100%	100%	10	25,000	Y	—	50%	50%	50%	55	25	—	N	N		
Hanover Park, Ill.	31,104	—	—	—	25,545	27,056	22,266	24,545	16,732	21,104	15,832	20,204	4	N	33	40	10-20	Y	10	\$300	100%	12	—	Y	50%	60%	70%	—	50	20	62	N	Y		
Harrisonburg, Va.	22,000	—	18,000	—	16,700	17,500	15,900	—	14,500	—	10,000	14,500	—	N	30	—	12-18	Y	8	—	50%	15	—	N	—	—	—	—	—	—	—	—			
Hasbrouck Hgts., N.J.	—	—	23,903	23,903	22,843																														

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years from Min to Max													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
10,000 TO 25,000 (Continued)																																		
Homewood, Ill.	25,980	35,112	—	—	20,268	27,816	19,248	26,220	—	—	16,356	22,164	5	Y	36	40	10-25	Y	9	\$225	100%	12	10,000	Y	50%	60%	70%	70%	50	20	—	N	—	
Hopewell, Va.	22,366	28,545	19,315	24,667	15,902	20,298	14,427	18,411	13,084	16,677	12,464	15,902	5	N	38	40	6-21	Y	9	—	100%	12	—	N	—	—	—	55	30	60	N	Y		
Hoquiam, Wash.	—	28,805	—	—	—	24,322	—	22,819	—	21,005	19,455	21,005	5	N	24	40	12-25	Y	11	\$250	100%	12	10,000	Y	40%	50%	60%	60%	50	20	55	N	N	
Hornell, N.Y.	—	—	17,500	—	—	—	17,000	—	—	—	11,970	16,000	15	Y	20	40	14-28	Y	10	—	50%	30	—	Y	50%	50%	50%	50%	—	20	—	N	Y	
Hubbard, Ohio	—	—	—	—	18,281	—	—	—	—	—	14,408	16,948	1	Y	14	40	10-30	Y	11½	\$350	100%	15	10,000	Y	—	—	72%	—	48	25	—	Y	Y	
Hyattsville City, Md.	22,160	27,674	—	—	20,330	25,390	18,826	23,511	14,096	17,604	14,096	17,604	10	N	20	40	12-18	Y	11	—	50%	12	10,000	Y	50%	60%	66½%	—	20	—	N	N		
Iliou, N.Y.	—	19,116	—	—	—	—	—	14,985	—	14,985	11,406	13,157	3	Y	14	40	14-35	Y	12	\$275	50%	15	5,000	Y	—	50%	—	—	25	—	Y	N		
Imperial Beach, Calif. ...	24,864	30,228	—	—	20,556	24,996	18,648	22,644	16,908	20,556	16,440	19,980	3½	N	21	40	12-20	Y	12	\$250	100%	12	—	Y	40%	50%	60%	70%	55	20	70	N	N	
Independence, Kan.	16,368	21,936	12,828	16,368	11,640	14,856	—	—	11,640	14,856	9,576	13,464	4	N	16	40	10-15	Y	8	100%	100%	12	2,000	N	—	—	—	—	—	—	—	N	Y	
Ironton, Ohio	—	19,684	—	16,476	—	—	—	15,879	14,357	15,879	14,357	15,278	2½	N	26	40	10-25	Y	11	\$360	100%	15	—	Y	60%	60%	67½%	72%	52	25	—	N	N	
Jacksonville, Ill.	—	24,738	21,295	21,500	20,188	20,392	19,048	19,252	—	—	13,953	18,121	5	N	32	40	10-20	Y	11	—	100%	30	—	N	50%	60%	70%	75%	50	20	65	N	Y	
Jacksonville Bch., Fla. ..	19,520	27,303	—	—	15,246	17,314	13,270	15,912	12,043	14,435	12,043	14,435	4	Y	32	40	12-21	Y	8	—	100%	12	5,000	Y	—	—	—	—	55	10	60	N	N	
Jasper, Ala.	19,885	19,885	14,059	14,333	13,494	13,770	12,476	12,751	—	—	11,626	12,501	½	N	52	40	12-18	Y	12	\$400	50%	12	—	Y	—	—	—	—	60	10	70	Y	N	
Jasper, Ind.	18,800	18,800	—	—	17,500	—	16,800	—	15,300	—	13,500	16,300	2	N	12	42	7-28	N	—	—	100%	—	1,000	N	100%	—	—	—	55	20	—	N	Y	
Jeannette, Penna.	20,572	24,686	19,285	23,142	18,055	21,666	17,841	21,409	—	—	17,519	21,023	20	Y	18	40	30	Y	14	\$300	100%	365	15,000	Y	50%	50%	50%	50%	—	20	—	Y	Y	
Jennings, La.	15,171	—	—	—	11,877	—	11,211	—	—	—	9,318	9,880	½	N	16	40	10-20	Y	8	\$185	50%	365	—	Y	66½%	75%	80%	100%	55	20	—	N	Y	
Jennings, Mo.	21,466	27,414	—	—	16,016	20,446	14,539	18,533	13,853	17,659	12,542	16,806	6½	Y	48	40	7-28	N	8	—	100%	—	10,000	Y	—	—	—	—	55	20	65	N	Y	
Justice, Ill.	23,000	23,000	—	—	—	—	—	—	—	—	14,600	17,888	10	N	17	40	10-15	Y	9	\$300	100%	12	5,000	Y	50%	55%	60%	65%	50	20	—	N	Y	
Kalispell, Mont.	25,500	—	21,500	—	19,750	—	18,808	—	18,181	—	14,220	14,580	—	N	21	40	15-24	Y	11	\$450	100%	12	—	N	50%	50%	—	—	46	20	55	Y	N	
Kearney, Neb.	20,808	29,280	16,296	22,944	—	—	14,064	19,812	14,064	19,812	12,144	17,112	7	N	28	42	10-20	N	7	\$300	100%	12	10,000	Y	40%	50%	50%	50%	60	25	60	N	Y	
Kingston Penna.	19,100	—	—	—	—	—	15,700	—	15,700	—	9,500	15,000	3	Y	22	40	10-20	Y	10	\$275	100%	15	5,000	Y	—	50%	50%	50%	55	25	60	Y	Y	
Klamath Falls, Ore.	—	27,996	—	—	22,896	23,436	—	20,724	—	—	13,992	18,442	5	N	27	40	12-21	Y	8	—	—	12	13,000	N	—	—	—	—	55	20	60	N	N	
Laconia, N.H.	—	25,000	—	19,000	—	18,500	14,963	17,555	—	—	11,851	13,865	5	Y	34	40	5-25	Y	11	—	75%	30	—	N	50%	62½%	75%	—	45	20	—	N	N	
Lake Forest, Ill.	—	39,000	—	—	—	30,500	21,200	27,000	—	—	18,100	23,200	—	Y	35	40	10-20	Y	11	\$250	100%	12	—	—	—	—	—	—	—	—	—	N	N	
Lancaster, N.Y.	—	24,896	—	—	—	21,107	—	19,823	—	—	15,000	16,171	2	Y	16	40	10-25	Y	2	\$325	100%	180	—	Y	—	50%	—	—	55	10	70	N	Y	
Lansdale, Penna.	—	29,160	—	—	—	—	—	23,440	—	23,624	15,535	21,409	1½	Y	21	40	10-30	Y	12	—	100%	100%	20,000	Y	—	50%	50%	50%	50	25	—	Y	N	
Lansdowne, Pa.	29,245	—	—	—	—	—	—	19,978	—	—	—	18,707	2	Y	15	40	10-30	Y	13	100%	100%	14	25,000	Y	—	50%	—	—	50	25	—	Y	N	
LaPorte, Ind.	17,778	19,400	16,429	18,051	15,646	17,269	14,901	16,523	14,192	15,814	13,516	15,138	18	Y	37	40	7-31	Y	4	\$400	100%	100%	5,000	N	50%	60%	70%	74%	41	20	60	—	—	
Latrobe, Penna.	—	20,905	—	—	—	15,274	—	14,766	—	14,343	—	—	1	Y	18	40	5-25	Y	9	100%	100%	30	—	Y	—	50%	—	—	55	25	—	N	N	
Lewistown, Penna.	—	18,000	—	—	—	—	—	15,000	—	15,000	10,000	13,000	2	Y	14	42	7-28	Y	11	\$175	100%	12	20,000	Y	—	50%	—	—	55	25	—	N	Y	
Lexington, N.C.	18,312	—	14,351	—	13,014	—	11,805	—	13,014	—	10,184	13,657	5	N	53	40	12-18	Y	10	\$300	100%	12	5,000	N	—	—	—	—	—	30	65	N	N	
Lighthouse Point, Fla. ...	—	29,976	—	—	—	23,778	—	21,312	—	19,790	14,359	19,310	5	N	28	40	13-19½	Y	10	\$100	100%	13	—	N	—	—	—	—	55	10	—	N	N	
Lincoln, R.I.	—	22,709	—	19,777	—	19,153	—	18,529	—	17,485	11,771	17,485	4	Y	31	37¼	4-28	Y	11	\$300	100%	21	7,500	N	60%	65%	—	—	58	10	—	N	N	
Lincolnwood, Ill.	31,500	39,913	—	—	26,647	32,084	23,251	28,459	—	25,316	14,250	24,716	4	N	30	40	10-25	Y	7	\$300	100%	100%	2,000	Y	50%	60%	70%	75%	50	20	—	N	N	
Lyndhurst, N.J.	—	25,334	—	21,726	—	20,726	—	19,825	—	19,825	14,926	18,825	4	Y	48	40	10-25	Y	13	\$400	100%	12	—	N	—	55%	60%	60%	55	25	65	N	Y	
Lyons, Ill.	25,981	27,540	—	—	23,103	24,490	21,918	23,233	—	—	18,266	20,564	2	Y	17																			

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation: Period (Days) MIN —MAX	Overtime Compensation(Y)Yes(N)No	No of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min Yrs Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
10,000 TO 25,000 (Continued)																																	
Martins Ferry, Ohio	—	21,164	—	—	—	18,218	—	—	—	—	14,950	16,293	1	N	17	40	14-42	Y	10	\$300	100%	15	2,000	Y	—	50%	66%	72%	52	25	—	Y	Y
Martinsville, Ind.	—	16,000	—	14,500	—	14,000	—	13,800	—	13,800	12,500	13,500	1	N	13	40	14-21	N	—	\$500	100%	—	5,000	N	50%	60%	74%	74%	55	20	—	N	Y
Maryville, Tenn.	23,718	31,778	—	—	—	—	17,700	23,718	13,210	17,700	11,976	16,059	7	N	28	40	14-35	Y	9	100%	100%	12	10,000	N	40%	50%	60%	75%	55	20	60	N	N
Massena, N.Y.	—	21,278	—	—	—	—	14,768	16,681	17,326	17,846	12,424	14,352	6	Y	24	40	10-25	Y	12	100%	100%	12	10,000	Y	40%	50%	60%	70%	—	25	65	N	Y
Mayfield, Ky.	13,572	13,572	10,667	10,667	—	—	9,716	9,716	9,392	9,392	8,555	8,928	½	N	24	40	15	Y	2	—	75%	12	10,000	N	50%	50%	50%	50%	—	20	—	N	Y
Maywood, Calif.	—	29,844	—	—	20,748	25,224	18,828	22,872	—	—	17,064	20,748	3	N	23	40	11-21	Y	12	\$175	100%	12	7,000	Y	40%	50%	60%	70%	55	20	65	N	Y
Maywood, N.J.	—	28,500	—	25,858	—	23,978	—	22,098	—	—	13,422	20,220	3	Y	19	40	6-27	Y	13	\$425	100%	15	—	N	—	60%	65%	—	—	25	65	N	N
McAlester, Okla.	15,444	20,000	—	—	12,708	15,444	11,532	14,016	9,480	15,444	9,480	11,532	5	Y	31	40	10-15	Y	8	\$200	100%	10	4,000	N	50%	62½%	75%	75%	—	20	65	N	N
McMinnville, Tenn.	—	14,500	—	14,160	13,000	13,800	12,400	13,600	—	13,776	9,672	11,300	2	Y	28	48	7-14	Y	10	\$150	100%	12	2,500	N	—	—	—	—	65	—	—	N	N
Meadville, Penna.	—	22,283	—	—	—	18,718	—	16,616	—	16,887	12,536	15,804	6	N	25	40	10-22	Y	9	\$235	100%	10	25,000	Y	50%	—	—	—	50	20	70	N	—
Medina, Ohio	20,675	26,395	—	—	15,434	19,698	13,998	17,867	13,333	17,014	12,688	16,202	6	Y	16	40	10-40	Y	10	\$400	100%	15	—	Y	—	—	—	—	20	—	Y	N	—
Menominee, Mich.	—	20,900	—	18,124	—	—	16,972	17,409	—	—	15,683	16,264	1	Y	19	40	7-21	Y	—	—	100%	12	—	N	—	50%	—	—	55	25	—	N	Y
Metuchen, N.J.	—	27,550	—	—	—	22,108	—	20,691	—	20,107	14,835	19,472	3	Y	30	38	7-35	Y	14	\$725	100%	15	1,000	N	—	60%	65%	70%	—	25	65	N	N
Miami Springs, Fla.	28,082	29,634	25,778	27,262	24,354	26,954	20,631	23,434	17,556	21,788	16,720	20,750	5	Y	32	40	10-15	Y	12	\$525	50%	12	10,000	N	45%	56%	67½%	79%	52	25	55	N	N
Middletown, N.Y.	—	25,750	—	—	—	20,561	—	18,923	—	17,533	13,456	16,783	3	Y	49	40	10-20	Y	12	\$150	100%	12	—	Y	50%	50%	50%	50%	—	—	—	N	N
Middletown, Penna.	16,618	21,125	—	—	—	—	13,520	17,150	13,520	17,150	12,519	15,843	7	Y	15	40	14-35	Y	11	\$250	100%	12	50,000	Y	—	50%	50%	50%	55	25	—	Y	N
Middletown, R.I.	—	19,832	—	—	—	15,924	—	14,811	—	14,811	10,864	13,291	3	Y	30	37½	10-28	Y	10	\$350	100%	25	10,000	N	50%	62½%	75%	87½%	41	20	59	N	N
Milledgeville, Ga.	19,363	28,840	12,542	17,546	10,834	15,244	10,318	14,518	13,827	19,454	9,359	13,169	6	Y	35	37½	7-14	Y	5	100%	75%	12	2,000	N	—	—	—	—	62	—	—	N	N
Mill Valley, Calif.	33,420	40,608	—	—	24,420	29,664	19,536	23,832	17,112	21,000	17,112	21,000	4	N	20	8	10-20	Y	12	\$225	100%	11	17,000	N	—	—	—	—	55	—	60	N	Y
Mission, Tex.	—	18,240	12,240	14,040	11,520	13,320	10,800	12,600	9,720	11,520	9,720	11,520	6	Y	27	40	10-20	Y	8	\$250	100%	12	5,000	N	50%	—	—	—	50	25	70	N	N
Mitchell, S.D.	19,927	—	15,874	—	—	14,218	—	14,638	—	11,639	13,765	3	—	20	40	15-20	Y	9½	\$150	100%	12	3,000	N	—	—	—	—	55	5	65	Y	N	
Moberly, Mo.	21,450	—	15,510	—	15,510	—	13,530	—	9,180	12,600	9,180	12,600	12	N	34	40	10-20	Y	8	\$300	100%	12	5,000	N	—	—	—	—	55	5	—	N	N
Monmouth, Ill.	18,750	—	15,588	16,548	14,448	16,008	13,908	15,468	12,228	14,628	12,228	14,628	16	Y	19	40	7-30	Y	13	100%	75%	12	2,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Monroe, Mich.	—	29,702	—	25,480	22,256	23,316	19,344	21,195	20,176	21,195	14,310	20,176	4	Y	49	40	10-20	Y	12	\$250	100%	12	20,000	Y	40%	50%	60%	70%	50	25	60	N	Y
Monroe Twp, N.J.	—	—	—	—	20,177	—	19,177	—	18,972	—	12,745	17,972	3	Y	39	40	12-30	Y	13	—	100%	15	10,000	Y	—	65%	—	—	—	25	—	N	N
Montclair, Calif.	—	38,892	28,516	34,652	26,249	31,907	21,507	26,124	21,788	23,847	18,116	22,027	3	N	42	40	12-16	Y	12	—	100%	12	10,000	N	50%	62½%	75%	75%	55	20	—	N	N
Morganton, N.C.	19,817	26,547	—	—	12,159	16,308	10,523	14,083	10,017	13,425	9,535	12,767	—	Y	47	40	12-15	Y	7	\$350	100%	12	—	N	31%	39%	48%	54%	50	15	70	N	Y
Morristown, Tenn.	22,291	27,241	16,625	20,252	—	—	14,332	17,470	14,332	17,470	11,194	14,332	9½	Y	44	40	12-15	Y	8	\$225	100%	12	—	Y	—	75%	75%	75%	55	25	65	N	Y
Moundsville, W.Va.	18,009	19,689	15,728	17,408	—	—	15,022	16,702	14,105	15,545	14,105	15,545	21	Y	19	40	14-28	Y	11	\$300	100%	30	3,000	Y	60%	65%	—	—	50	20	65	N	N
Mountain Brook, Ala.	24,086	32,267	—	—	19,885	26,495	17,118	22,903	17,118	22,903	14,851	19,791	4½	Y	46	40	12-24	Y	12	100%	100%	12	10,000	Y	24¼%	30½%	36¼%	42¼%	55	25	70	N	N
Mt. Clemens, Mich.	29,223	32,257	—	—	23,810	24,624	21,705	22,658	—	—	19,819	22,210	3	Y	32	40	10-30	Y	12	\$450	100%	12	—	N	46%	58%	63%	68%	50	20	60	Y	Y
Mt. Pleasant, Mich.	27,838	—	24,533	—	—	—	17,556	21,093	16,765	20,198	16,395	19,698	3	Y	20	40	10-25	Y	9½	\$200	100%	10	—	N	50%	62%	67%	72%	50	25	—	Y	Y
Muhlenburg Twp., Pa.	—	22,000	—	—	—	18,987	—	18,642	—	18,342	15,704	17,808	1½	Y	17	40	5-25	Y	13	—	100%	30	10,000	Y	—	50%	—	—	55	25	—	N	N
Mundelein, Ill.	—	27,010	—	—	—	25,548	22,721	23,896	—	—	14,782	20,660	4	N	27	40	5-25	Y	10	\$150	100%	12	5,000	Y	50%	60%	70%	75%	50	20	62	N	Y
Munster, Ind.	—	27,840	—	—	—	23,420	—	21,685	19,360	21,685	14,500	19,36																					

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min to Max													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
10,000 TO 25,000 (Continued)																																		
New Ulm, Minn.	23,007	23,127	—	—	—	—	18,357	18,477	17,952	18,072	15,939	17,265	4	N	19	40	5-25	Y	9½	\$260	100%	12	5,000	N	50%	—	—	—	50	20	—	Y	Y	
Niles, Mich.	—	25,360	—	21,681	—	—	—	19,499	—	—	17,539	18,052	2	Y	24	40	14-35	Y	11	\$200	100%	15	10,000	N	80%	100%	100%	100%	50	25	55	N	Y	
Noblesville, Ind.	—	16,180	—	14,201	—	13,826	—	—	13,024	11,365	12,810	5	Y	19	40	20-30	N	—	\$600	100%	45	15,000	N	50%	60%	70%	74%	40	20	65	N	Y		
Norfolk, Nebr.	22,320	31,344	15,288	21,288	—	—	13,932	19,224	13,296	17,544	12,132	15,996	5	N	33	40	10-20	Y	9	\$133	100%	12	5,000	Y	—	50%	—	—	60	21	—	N	Y	
N. Augusta, S.C.	18,750	26,598	15,743	22,332	14,011	19,875	12,470	17,689	12,470	17,689	11,764	16,688	7	—	32	40	10-20	Y	8	\$120	—	12	2,000	N	—	—	—	55	20	62	N	N		
North College Hill, Ohio	20,900	23,100	—	—	—	—	18,810	20,130	18,370	19,250	14,520	18,590	3	N	13	40	5-25	Y	9	\$300	100%	15	—	Y	—	60%	67½%	72%	48	25	—	N	Y	
North Kingstown, R.I. ...	—	23,746	20,514	22,015	18,037	19,344	15,697	16,848	15,697	16,848	10,296	13,708	2	Y	43	37½	10-30	Y	11	\$400	100%	15	10,000	N	40%	50%	60%	75%	50	10	—	N	N	
N. Ridgeville, Ohio	19,500	—	17,117	—	16,729	—	16,340	—	—	—	14,629	15,562	2	Y	24	40	5-15	Y	15	\$350	100%	15	—	Y	—	—	—	72%	52	25	65	N	N	
Norton, Ohio	25,220	—	—	—	22,944	—	20,113	—	—	—	17,700	18,740	3	Y	13	40	10-25	Y	11	\$300	100%	15	10,000	Y	—	60%	67½%	72%	52	25	70	N	N	
Norwood, Ohio	27,263	27,263	24,520	24,520	23,143	23,143	21,933	21,933	—	—	16,558	19,330	2	Y	49	40	10-25	N	10	\$200	100%	15	20,000	Y	50%	60%	67½%	72%	52	25	—	N	Y	
Oil City, Penna.	—	19,830	—	16,660	15,467	16,256	14,887	15,676	—	—	13,447	14,961	4	Y	22	40	10-25	Y	8	—	100%	9	5,000	Y	50%	—	—	50	20	70	Y	Y		
Okmulgee, Okla.	—	21,600	—	13,416	—	12,432	—	11,880	—	12,432	—	—	1	Y	27	40	10-25	Y	11	—	100%	12	—	N	50%	62½%	75%	75%	—	20	70	N	N	
Olean, N.Y.	—	22,976	—	19,000	—	18,041	—	17,073	—	—	12,689	15,168	4	Y	37	40	10-25	Y	12	\$187	100%	15	—	Y	40%	50%	58%	66%	46	20	70	Y	Y	
Oneida, N.Y.	24,000	—	17,332	—	16,332	—	15,332	—	—	—	13,332	14,332	5	Y	22	40	7-28	Y	10	\$225	100%	100%	—	Y	—	50%	55%	60%	55	25	—	N	Y	
Oneonta, N.Y.	17,200	—	—	—	—	17,125	15,386	16,526	12,170	14,940	12,170	14,940	5	Y	24	40	7-20	Y	11	—	100%	13	—	Y	—	50%	—	—	25	70	Y	Y		
Opelika, Ala.	26,540	—	16,744	—	15,142	—	14,248	—	13,561	—	11,148	12,896	1	N	—	40	5-15	Y	8	\$425	100%	12	5,000	N	40¼%	50%	60%	70%	—	30	70	Y	N	
Oriand Park, Ill.	28,000	32,000	—	—	22,300	30,114	20,200	27,300	—	—	15,000	23,100	7	N	30	40	10-25	Y	10	90%	100%	8	—	N	50%	60%	70%	75%	50	20	65	Y	N	
Oskaloosa, Iowa	18,475	21,247	13,787	15,855	—	—	13,130	15,100	—	—	12,505	14,381	6	Y	16	40	5-20	Y	10	—	100%	12	—	Y	—	50%	50%	50%	55	22	65	N	Y	
Ossining, N.Y.	—	35,000	—	—	—	25,739	—	23,390	—	22,923	18,012	21,272	3	Y	41	37½	5-25	Y	12	100%	100%	100%	—	Y	50%	50%	50%	50%	—	20	65	Y	Y	
Oswego, N.Y.	21,383	24,465	17,431	19,037	16,762	18,368	15,989	17,595	15,875	17,481	12,222	13,838	5	Y	48	40	31	Y	11	\$300	50%	12	—	Y	—	—	—	—	25	—	N	N		
Overland, Mo.	—	—	17,376	20,700	16,776	20,172	16,980	19,656	15,192	18,132	15,192	18,132	4	Y	44	40	10-20	Y	—	100%	90%	10	2,500	N	50%	50%	50%	50%	60	22½	65	N	N	
Owatonna, Minn.	25,205	25,205	—	—	—	—	21,530	21,530	—	—	12,000	19,704	2½	Y	21	40	10-25	Y	11	—	100%	12	10,000	Y	50%	60%	70%	80%	55	10	65	N	N	
Paris, Tenn.	—	19,632	—	—	—	14,268	—	13,248	—	13,248	12,000	12,612	3	N	22	40	12-16	Y	6	\$200	100%	12	5,000	N	—	—	—	—	55	20	—	N	Y	
Pasco, Wash.	28,274	35,336	23,232	30,333	22,651	28,314	22,548	24,648	17,100	21,936	17,100	21,936	3	N	24	40	18	Y	12	100%	100%	12	2,500	Y	50%	60%	60%	60%	50	20	—	N	N	
Pendleton, Ore.	—	25,944	—	—	—	23,016	—	19,752	—	19,752	14,424	17,556	4½	N	22	40	10-20	Y	9½	100%	100%	12	15,000	N	—	—	—	55	—	60	N	Y		
Peru, Ill.	21,450	25,740	—	—	16,300	19,560	15,600	18,720	—	—	14,900	17,880	20	Y	21	40	5-20	Y	11	\$350	100%	100%	—	Y	50%	60%	70%	75%	50	20	65	Y	Y	
Phoenixville, Penna.	—	25,000	—	—	—	—	18,355	19,169	—	—	14,076	17,619	4½	Y	25	40	10-25	Y	12	\$250	100%	15	25,000	Y	—	50%	—	—	50	25	65	Y	N	
Pierre, S.D.	—	20,400	—	16,200	—	14,400	—	—	—	—	11,160	13,500	3	N	19	40	—	Y	9	\$225	100%	—	2,000	N	—	—	—	—	55	5	—	N	Y	
Plant City, Fla.	20,722	27,975	—	—	14,158	19,113	13,286	17,936	12,961	17,497	12,336	16,654	10	N	34	40	10-15	Y	10	\$300	100%	12	2,000	N	40%	50%	60%	70%	55	36	60	N	N	
Poplar Bluff, Mo.	13,644	24,912	12,828	22,020	12,168	20,664	11,256	19,428	10,476	18,444	10,476	18,444	31	Y	35	42½	5-20	Y	10	—	100%	14	5,000	Y	—	—	—	55	—	55	N	Y		
Portales, N.M.	17,500	20,500	—	—	—	—	11,442	15,048	9,784	12,883	9,784	12,883	6½	Y	17	40	10-20	Y	7	—	50%	12	5,000	N	—	50%	50%	48	15	—	N	N		
Port Angeles, Wash.	29,292	30,168	—	—	23,124	26,016	23,100	24,216	20,556	21,612	19,488	21,612	5	Y	26	40	10-30	Y	11	—	100%	12	—	Y	40%	50%	60%	70%	50	25	60	N	N	
Pottsville, Pa.	18,200	18,200	—	—	14,250	16,250	13,750	14,550	13,500	14,500	13,200	14,200	20	Y	33	40	14-35	Y	13	\$300	100%	15	30,000	Y	50%	60%	75%	75%	50	20	65	N	Y	
Pulaski, Va.	16,500	18,300	15,106	15,692	13,795	14,175	12,818	13,119	12,818	13,795	9,382	12,066	3	N	24	40	10-18	Y	11	100%	100%	12	—	N	—	—	—	65	—	70	N	Y		

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pensi	Min Yrs Serv. Reg. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX														After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
10,000 TO 25,000 (Continued)																																		
River Grove, Ill.	—	—	—	—	—	21,390	—	20,155	—	18,921	14,200	18,921	2	Y	16	40	7-35	Y	7	\$250	100%	10	5,000	Y	50%	—	—	—	—	50	20	—	N	Y
River Rouge, Mich.	—	—	—	—	—	26,180	—	24,649	—	24,881	18,490	22,881	4	Y	40	40	24-29	Y	16	\$500	100%	15	25,000	N	—	50%	60%	70%	—	25	62	Y	Y	
Riverview, Mich.	—	32,076	—	—	—	26,632	—	25,016	23,650	—	19,950	22,950	3	Y	24	40	14	Y	12	\$600	100%	12	15,000	Y	—	50%	—	—	50	25	50	Y	Y	
Robstown, Tex.	—	21,468	—	14,676	—	—	—	13,716	—	—	9,492	13,020	4	Y	21	46	15	Y	10	50%	100%	15	5,000	Y	—	—	—	—	55	28	—	N	N	
Rochester, N.H.	—	18,500	—	16,500	—	15,700	13,900	15,200	—	—	10,800	13,600	5	Y	19	40	5-15	Y	10	\$200	100%	12	—	N	50%	—	—	45	20	65	N	N		
Rockaway, N.J.	—	—	26,220	26,930	24,605	25,315	21,680	22,617	—	—	14,000	20,600	4	N	40	40	12-25	Y	14	\$450	100%	15	10,000	Y	—	60%	60%	60%	25	25	70	N	N	
Rock Springs, Wyo.	34,838	—	25,000	30,240	22,584	27,768	21,372	24,300	18,312	20,652	18,312	20,652	9	N	38	40	14-20	Y	9	\$300	100%	12	—	N	50%	62½%	62½%	62½%	39	—	—	N	N	
Rocky River, Ohio	26,011	27,993	23,413	24,935	21,971	23,399	21,584	—	21,884	—	14,000	20,088	2	Y	31	40	10-20	Y	9	100%	100%	15	5,000	Y	50%	60%	67½%	72%	52	15	—	N	N	
Rolla, Mo.	19,947	23,691	16,785	19,947	15,372	18,304	12,958	15,392	—	—	11,987	13,520	5	N	15	40	10-20	Y	9	—	100%	12	—	N	—	—	—	50	5	55	N	Y		
Rolling Meadows, Ill. ...	25,680	33,823	23,946	30,714	22,369	28,691	20,394	26,159	17,735	22,750	15,182	21,941	5	N	40	40	10-20	Y	9	\$250	100%	12	15,000	N	50%	60%	70%	75%	50	20	—	N	N	
Round Lake Beach, Ill. ...	25,300	25,300	—	—	—	—	19,422	21,273	14,850	18,498	14,850	18,498	6	Y	17	40	10-20	Y	10	\$100	100%	12	10,000	Y	50%	60%	70%	80%	50	10	65	N	N	
Ruston, La.	24,500	—	16,000	—	15,750	—	13,400	—	—	—	9,610	—	—	N	25	40	15-21	Y	6	—	50%	365	10,000	Y	66½%	—	—	55	20	—	N	Y		
Rutland Vt.	—	23,498	—	18,188	16,888	16,967	16,029	16,421	—	16,003	13,587	14,814	—	Y	35	40	10-20	Y	13	\$150	100%	10	10,000	N	30%	37%	45%	52%	65	10	65	Y	Y	
Saint Albans, W.Va.	18,101	22,002	16,418	19,957	14,892	18,101	13,508	16,418	—	—	12,252	14,892	3	N	19	40	7-28	Y	15	\$240	100%	15	—	Y	60%	65%	65%	65%	50	20	65	N	N	
St. Joseph, Mich.	—	27,060	—	24,022	—	21,222	—	20,108	—	19,651	15,733	18,715	3	Y	22	40	10-25	Y	10	100%	100%	12	12,500	N	40%	50%	57½%	65%	50	25	60	N	N	
Saint Matthews, Ky.	—	16,392	—	—	—	14,916	—	14,030	—	—	10,624	12,834	2	N	18	40	7-14	Y	6	—	100%	100%	5,000	N	50%	—	—	55	20	65	N	N		
Salem, Va.	19,963	29,491	16,402	24,256	14,889	22,013	13,509	19,956	12,263	18,087	11,128	16,401	11	Y	45	40	14-35	Y	11	—	100%	14	—	N	46%	53%	61%	69%	55	30	60	N	N	
Salisbury, Md.	20,762	25,028	16,472	20,762	15,031	18,920	13,720	17,228	11,447	14,350	11,447	14,350	6	Y	49	40	6-24	Y	10	\$225	100%	12	1,000	N	—	66½%	100%	100%	55	25	—	Y	Y	
San Benito, Tex.	15,912	16,588	12,948	14,228	11,804	12,980	10,764	11,840	10,088	11,096	9,620	11,096	2	Y	26	40	10-15	Y	9	\$200	50%	15	3,000	N	—	—	—	—	—	65	N	N		
Sand Springs, Okla.	18,000	21,000	—	—	12,000	15,600	10,800	—	10,800	—	9,600	9,900	—	Y	25	40	14-28	Y	6	\$350	100%	100	10,000	N	50%	—	—	—	35	20	—	N	N	
Sanibel, Fla.	26,000	—	—	—	—	—	20,089	—	—	—	14,336	16,600	—	N	11	40	10-15	Y	10	100%	100%	12	—	N	—	90%	—	50	5	—	N	N		
San Marino, Calif.	—	39,168	—	34,020	29,340	30,828	26,580	27,924	24,684	25,932	19,296	23,496	3	N	25	40	11-25	Y	6	\$200	100%	100%	2,500	N	50%	—	—	55	20	70	N	N		
Santa Paula, Calif.	—	32,736	—	—	—	25,728	—	23,640	—	21,732	—	20,364	3½	N	28	40	12-20	Y	11	\$175	100%	12	10,000	Y	—	—	—	—	—	65	N	N		
Saratoga Springs, N.Y. ...	—	20,114	—	18,545	—	17,545	—	16,547	—	15,975	13,121	15,405	4	Y	56	40	21	Y	9	\$200	100%	15	3,000	Y	50%	50%	50%	50%	20	62	N	Y		
Schererville, Ind.	—	22,990	—	—	—	20,635	—	18,808	—	17,986	16,103	17,682	2	Y	18	42	14-42	N	—	\$375	100%	15	10,000	N	50%	60%	70%	75%	20	55	N	Y		
Scituate, R.I.	18,500	19,350	—	—	15,800	—	15,055	—	—	—	11,500	14,326	1	Y	18	42	10-30	Y	12	\$550	100%	15	—	N	50%	62½%	75%	—	20	60	Y	N		
Scottsbluff, Nebr.	20,982	28,132	—	—	13,728	19,177	—	—	12,771	17,971	11,585	16,307	9½	Y	29	40	11-20	Y	8	—	100%	12	5,000	Y	—	50%	—	60	25	60	N	N		
Sedalia, Mo.	24,000	24,000	—	—	13,652	13,652	12,682	12,682	11,616	11,616	10,512	11,616	4	Y	45	40	10	Y	9	\$168	100%	12	10,000	N	—	—	—	43	22	65	N	N		
Seekonk, Mass.	—	31,941	—	21,791	20,978	25,256	—	16,051	—	14,804	12,641	14,804	3	Y	24	37½	5-20	Y	11	\$225	50%	365	4,000	N	50%	62½%	75%	75%	55	20	—	Y	N	
Seymour, Ind.	—	15,600	—	—	—	13,464	—	13,056	—	13,344	12,480	14,352	15	Y	20	40	18	Y	—	\$725	—	—	2,000	N	50%	60%	70%	75%	55	20	60	N	Y	
Shamokin, Penna.	16,900	—	—	—	—	—	13,800	15,300	—	—	13,000	14,500	15	N	13	40	10-20	Y	10	100%	100%	15	10,000	Y	—	50%	—	50	25	65	N	Y		
Sharon, Penna.	20,718	—	19,062	—	—	—	18,078	—	18,078	—	11,344	17,190	3	Y	25	40	14-42	Y	13	\$250	100%	20	7,500	Y	50%	50%	50%	55	20	65	Y	Y		
Sheffield, Ala.	16,768	—	13,359	—	11,995	—	11,485	—	—	—	10,284	11,301	10	N	24	40	5-20	Y	8	—	100%	30	10,000	Y	—	—	—	25	—	70	—	Y		
Shelbyville, Ind.	16,406	18,238	14,544	16,638	14,044	16,138	13,844	15,938	13,344	16,638	12,246	15,438	20	Y	25	39½	7-28	Y	—	\$500	100%	120	5,000	N	50%	60%	74%	74%	41	20	65	Y	N	
Sheridan, Wyo.	21,798	29,203	19,739	26,478	18,803	25,210	16,245	21,798	14,726	19,739	14,726	19,739	6	Y	29	40	10-20	Y	9	—	100%	12	—	Y	50%	62½%	62½%	62½%	20	70	N	N		
Sherwood, Ark																																		

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg Pension	Min Yrs Serv Reg for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	After 20 Yrs of Service														After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
10,000 TO 25,000 (Continued)																																			
S. Whitehall Twp., Pa. ..	—	24,838	—	—	—	—	21,358	—	17,004	18,375	13,440	16,320	4	Y	17	40	12-20	Y	12	100%	100%	36	20,000	Y	—	50%	—	—	50	55	—	Y	—		
Sparta, N.J.	—	35,310	—	33,000	—	27,800	—	24,174	—	—	13,223	21,021	5	Y	23	40	14-20	Y	14	\$570	100%	20	10,000	Y	40%	60%	65%	—	—	25	65	N	N		
Springdale, Ark.	—	17,664	16,332	21,300	15,188	19,824	13,176	17,184	10,608	14,916	10,608	14,916	10	Y	36	40	15-28	Y	13	\$300	50%	20	—	Y	50%	50%	75%	75%	—	20	—	N	N		
Springfield Twp., Pa.	—	29,000	—	—	—	—	—	20,987	—	21,809	16,845	19,411	2	Y	27	40	6-24	Y	12	100%	100%	26	20,000	Y	50%	—	—	—	50	25	55	N	N		
Statesville, N.C.	19,386	—	14,456	—	13,104	—	11,897	—	11,897	—	10,276	13,112	4½	Y	56	40	12-20	Y	8	100%	100%	12	5,000	Y	—	—	—	—	55	5	65	N	Y		
Sterling, Ill.	19,383	25,356	16,503	21,576	14,889	19,474	13,375	17,536	—	—	12,187	15,933	4	N	27	40	—	Y	9	—	100%	15	4,000	Y	50%	60%	70%	75%	50	20	60	N	N		
Stevens Point, Wisc.	22,100	22,100	19,782	19,782	17,982	17,982	17,185	17,185	15,771	15,771	13,730	15,149	1	Y	39	40	5-25	Y	9½	\$300	90%	12	5,000	N	45%	52%	52%	55	25	62	Y	N			
Stoneham, Mass.	—	34,522	—	—	—	22,828	—	19,851	—	17,861	14,882	17,261	2	Y	42	37½	14-28	Y	11	\$315	100%	15	2,000	Y	50%	72%	80%	80%	55	30	65	Y	N		
Struthers, Ohio	22,000	22,000	17,932	17,932	—	—	—	—	—	—	13,799	16,429	1	Y	19	40	10-30	Y	10	\$375	100%	15	7,500	Y	50%	60%	67½%	72%	48	25	70	N	Y		
Summit, N.J.	29,831	32,431	—	—	22,999	24,989	20,132	21,865	17,245	20,434	16,595	19,784	5	Y	48	40	10	Y	12	\$75	100%	14	5,000	N	—	—	—	—	—	65	N	N			
Sunbury, Pa.	—	23,000	—	26,000	—	19,000	—	18,500	—	18,000	13,500	18,000	4	N	15	40	15	N	13	—	100%	15	5,000	Y	50%	50%	50%	50%	—	20	—	N	N		
Takoma Park, Md.	23,815	36,729	—	—	21,604	33,319	18,659	28,778	16,921	26,096	15,387	23,731	14	Y	31	40	10-24	Y	11	\$360	100%	15	—	Y	—	35%	55%	60%	46	25	65	N	N		
Talladega, Ala.	14,514	14,514	13,219	13,219	12,126	12,642	11,197	12,003	11,910	11,910	10,040	11,171	11	Y	42	40	5-15	Y	7	\$120	50%	12	—	N	40%	50%	60%	70%	60	30	—	Y	N		
Tallmadge, Ohio	—	27,367	—	24,910	—	—	—	22,360	—	—	17,909	20,322	2	Y	19	40	10-25	Y	12	\$400	100%	15	—	Y	50%	60%	67½%	72%	52	25	70	N	—		
Tamaqua, Penna.	—	—	—	—	—	—	—	—	14,678	—	10,692	14,256	1	Y	12	40	5-25	Y	8	\$200	100%	12	10,000	Y	—	50%	50%	50%	55	25	65	N	Y		
Temple Terrace, Fla.	—	—	—	—	18,325	26,582	14,082	20,363	12,667	18,325	12,022	17,389	7	N	26	40	10-15	Y	9	\$200	100%	6	10,000	N	60%	75%	75%	75%	60	5	—	—	N		
The Dalles, Ore.	21,572	27,352	18,852	23,964	—	—	17,352	21,900	17,928	23,052	13,692	16,632	3½	N	20	40	10-20	Y	9	100%	100%	6	10,000	Y	—	—	—	—	—	60	N	Y			
The Village, Okla.	16,932	20,436	—	—	14,064	16,932	13,416	16,140	12,240	15,432	12,240	14,712	6	Y	16	44	12-21	Y	9	\$300	100%	12	—	N	50%	62½%	75%	75%	55	20	—	N	N		
Thomasville, N.C.	22,300	—	15,460	—	14,730	—	13,360	—	13,360	—	9,150	13,360	—	N	50	40	10-15	Y	8	100%	50%	12	—	N	—	—	—	—	—	—	—	N	N		
Tiffin, Ohio	21,816	23,561	18,106	19,555	17,252	18,632	16,358	17,666	14,399	17,666	14,399	16,112	15	Y	35	40	10-20	Y	12	\$235	100%	15	—	Y	50%	60%	70%	72%	48	20	65	N	Y		
Tracy, Calif.	25,000	36,000	—	—	22,000	27,000	16,500	19,500	15,000	18,500	15,000	18,500	3½	N	30	40	10-20	Y	12	\$250	100%	12	5,000	N	40%	50%	60%	75%	50	20	60	N	N		
Traverse City, Mich.	22,000	30,000	18,600	26,000	21,000	23,500	19,800	20,150	17,953	20,450	16,138	19,253	4	Y	25	40	5-20	Y	9	100%	100%	12	5,000	N	42%	50%	55%	60%	55	25	—	Y	N		
Trenton, Mich.	32,857	—	—	—	26,844	—	23,981	—	—	—	17,601	22,441	8	Y	49	40	10-30	Y	12	\$350	100%	15	18,000	N	—	50%	55%	60%	—	25	60	Y	Y		
Troy, Ohio	—	24,646	—	—	—	21,183	—	19,848	—	—	13,373	18,514	3	Y	31	40	10-25	Y	11	\$300	100%	15	10,000	Y	50%	60%	70%	72%	48	20	—	N	Y		
Tulare, Calif.	25,872	31,536	—	—	20,196	24,624	17,496	21,324	13,944	18,756	13,944	18,756	3½	N	33	40	14	Y	11	\$250	50%	15	5,000	N	50%	—	—	—	55	20	—	N	N		
Union, S.C.	15,516	18,824	—	—	—	—	12,521	15,142	12,521	15,142	11,627	14,102	—	Y	24	40	6-12	Y	7	\$250	100%	—	—	N	—	44%	52%	61%	55	20	65	N	N		
University Hgts., Ohio ..	—	28,500	—	—	—	25,857	—	23,702	—	22,247	17,278	21,547	12	Y	27	40	14-24	Y	10	\$350	100%	15	—	Y	50%	60%	67½%	72%	48	25	65	N	N		
Urbana, Ohio	20,000	22,900	—	—	18,400	19,200	—	15,900	—	—	13,700	15,100	3	Y	17	40	10-25	Y	7	\$200	50%	15	3,000	Y	—	50%	—	72%	52	25	—	N	N		
Van Wert, Ohio	20,000	23,000	—	—	16,000	19,000	—	—	12,000	15,000	11,000	15,000	6	Y	20	40	14-28	Y	10	\$350	100%	15	—	Y	50%	60%	67½%	72%	52	25	—	N	N		
Vermilion, Ohio	22,692	—	—	—	20,652	—	18,888	16,596	18,888	—	14,264	16,010	6	Y	18	40	14-35	Y	10	\$250	100%	15	10,000	Y	—	60%	67½%	72%	48	25	—	N	Y		
Vermillion, S.D.	—	20,390	14,963	15,701	—	—	14,545	15,272	—	—	13,850	14,543	2	N	13	40	12-25	Y	10	\$150	50%	16	5,000	N	—	—	—	—	55	10	70	N	Y		
Vincennes, Ind.	—	16,284	—	14,016	—	13,931	—	13,811	—	13,811	12,728	13,401	2	N	27	40	7-28	Y	2	\$500	50%	10	5,000	N	50%	60%	70%	70%	55	20	—	N	N		
Virginia, Minn.	22,344	—	18,552	—	17,832	—	17,472	—	18,192	—	16,632	17,112	½	Y	27	40	14-35	Y	11	\$240	100%	15	6,000	Y	50%	—	—	—	50	20	65	Y	N		
Wabash, Ind.	—	17,950	—	15,931	—	—	—	15,371	—	—	14,811	—	1	Y	25	44	4	Y	9	\$600	100%	—	5,000	N	50%	60%	70%	74%	—	20	—	N	Y		
Wadsworth, Ohio	22,609	27,476	—	—	—	—	18,813	19,888	—	—	13,438	17,738	3	Y	19	40	10-25	Y	11	\$300	100%	15	20,000	Y	—	—	—	—	48						

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN —MAX Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
10,000 TO 25,000 (Continued)																																	
Wenatchee, Wash.	—	34,848	—	—	25,980	26,196	23,496	23,964	21,384	21,600	17,556	21,204	2½	Y	31	40	12-20	Y	11	\$360	100%	12	10,000	Y	40%	50%	60%	60%	50	20	60	Y	Y
Weslaco, Tex.	20,537	20,537	—	—	11,344	18,195	10,445	16,713	9,659	15,454	9,659	15,454	6½	Y	30	40	12	Y	8	\$300	100%	12	6,000	N	—	—	—	—	55	20	—	N	Y
Westchester, Ill.	—	29,250	—	—	—	26,163	—	23,760	—	—	15,216	20,796	5	N	32	40	14-28	Y	10	\$350	100%	6	10,000	Y	50%	60%	—	—	50	20	65	N	N
West Des Moines, Iowa ..	—	28,048	—	—	—	21,456	19,737	20,676	15,038	18,797	—	—	—	Y	28	40	10-25	Y	9	100%	100%	12	7,500	Y	—	—	—	—	22	—	N	N	
Westerly, R.I.	25,179	—	23,435	—	21,473	—	20,165	—	19,865	—	12,017	18,775	10	N	31	40	14-35	Y	14	\$400	100%	12	5,000	N	—	50%	50%	50%	—	25	—	N	Y
Western Springs, Ill.	25,020	34,658	—	—	21,600	28,678	18,650	24,154	—	—	15,350	21,632	10	N	20	40	10-25	Y	7	\$225	100%	12	—	Y	50%	60%	70%	75%	50	20	65	N	N
West Lafayette, Ind.	—	20,046	—	17,167	—	16,563	—	15,959	—	16,293	13,722	15,332	2	N	27	40	14-31	Y	—	\$350	—	—	5,000	N	50%	60%	70%	74%	55	20	65	N	N
Westlake, Ohio	—	28,340	—	25,265	—	23,179	—	21,265	—	20,387	16,380	19,509	2	Y	34	40	10-25	Y	9	\$450	100%	15	—	Y	40%	60%	66%	70%	52	25	—	N	N
Whitman, Mass.	—	25,117	—	—	—	17,375	—	16,175	—	—	13,875	14,775	3	—	23	37½	14-28	Y	11	\$225	50%	15	2,000	Y	50%	68%	75%	80%	55	25	65	Y	N
Wickliffe, Ohio	—	27,408	—	24,916	—	22,651	—	20,592	—	18,720	17,640	18,720	2	Y	28	40	10-25	Y	10	\$350	100%	90	20,000	Y	30%	60%	67½%	72%	52	25	—	Y	N
Willoughby, Ohio	—	28,392	24,856	26,104	22,776	24,024	21,112	22,360	17,576	20,696	17,576	20,696	3	N	33	40	5-20	Y	12½	\$400	100%	15	10,000	Y	—	50%	—	72%	52	25	70	N	N
Wilmington, Ohio	17,056	20,758	—	—	—	—	14,060	17,056	14,060	17,056	12,729	15,496	5	N	16	40	10-25	Y	9	\$175	100%	15	15,000	Y	30%	60%	66%	72%	52	25	—	N	N
Winchester, Va.	21,590	27,581	16,863	21,554	15,330	19,594	13,915	17,763	12,626	16,120	10,878	13,915	—	Y	44	40	12-18	Y	10	100%	100%	12	—	—	—	—	—	55	25	60	N	N	
Winfield, Kan.	21,000	25,500	16,286	18,865	—	—	14,060	17,097	14,060	17,097	12,147	15,516	2½	N	20	40	12-18	Y	10	100%	100%	12	10,000	N	—	50%	60%	70%	55	25	65	N	Y
Winter Park, Fla.	21,008	29,827	16,432	22,859	15,267	21,236	14,185	19,697	12,833	17,846	12,833	17,846	—	N	57	40	10-16	Y	7	\$400	50%	14	10,000	Y	—	50%	—	—	50	25	—	N	N
Winthrop, Mass.	—	28,496	—	—	—	17,288	18,517	15,156	16,243	—	—	13,302	14,268	3½	Y	30	37½	14-35	Y	13	\$250	—	14	2,000	—	—	—	—	—	—	—	—	—
Wisconsin Rapids, Wis.	27,815	30,666	21,794	22,884	—	—	18,732	19,532	18,732	19,532	14,517	18,435	5	Y	40	39¼	5-30	Y	10	100%	90%	100%	—	N	—	45%	54%	63%	55	25	70	Y	Y
Yarmouth, Mass.	—	28,000	—	—	—	19,363	—	17,814	15,740	15,990	11,732	15,740	5	Y	42	40	10-20	Y	11	\$200	50%	12	10,000	N	—	—	—	—	55	10	65	Y	N
Yuba City, Calif.	—	31,110	—	—	25,872	—	22,392	—	22,020	—	15,924	19,272	3½	N	30	40	10-20	Y	11	\$300	100%	12	—	Y	40%	50%	60%	72%	50	20	62	N	N
Zion, Ill.	25,700	—	—	—	22,279	—	20,460	—	14,040	19,176	14,040	19,176	4	N	39	40	14-28	Y	10	\$450	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	N
POPULATION: Under 10,000																																	
Ambler, Pa.	24,316	—	—	—	—	—	20,973	—	—	—	16,639	19,944	2	Y	12	40	10-25	Y	10	—	100%	10	35,000	Y	—	50%	50%	50%	55	25	60	N	N
Anadarko, Okla.	12,204	15,564	12,000	15,324	—	11,208	14,316	10,344	13,200	9,300	11,844	3	N	17	40	10-20	Y	11	\$240	100%	12	5,000	N	50%	75%	—	—	—	20	65	N	N	
Ashland, Wisc.	—	18,636	—	—	—	—	—	—	—	—	13,900	14,836	1	Y	18	40	12-24	Y	10	\$250	100%	12	—	N	—	50%	—	—	55	25	55	Y	Y
Aurora, Ind.	15,080	—	14,300	—	—	—	14,040	—	—	—	12,740	13,780	1	Y	9	40	5-20	Y	12	\$350	100%	—	10,000	N	50%	60%	70%	74%	55	20	—	N	N
Baden, Penna.	18,970	18,970	16,182	16,182	—	—	—	—	—	—	13,696	15,696	2	Y	5	40	5-30	Y	11	\$250	100%	30	15,000	Y	—	50%	50%	50%	55	25	65	N	Y
Barre, Vt.	15,990	—	—	—	—	—	13,312	—	—	—	9,603	12,043	3	Y	13	45	10-20	Y	12	—	100%	12	5,000	N	—	—	30%	—	62	30	—	N	Y
Batesville, Ind.	15,000	—	—	—	14,000	—	—	—	—	—	10,000	13,000	1	Y	5	48	12-18	N	2	\$360	100%	10	2,000	N	50%	60%	70%	74%	—	—	—	N	Y
Bath, Penna.	16,115	—	13,400	—	—	—	—	—	—	—	—	—	—	N	8	40	10-20	N	7	100%	100%	182	25,000	Y	—	50%	50%	50%	55	25	—	N	Y
Bedford, Va.	14,220	18,132	—	—	—	—	11,700	14,916	—	—	10,608	13,524	6	N	14	40	18	Y	9	100%	50%	12	3,000	N	—	—	—	—	55	30	70	N	N
Bellevue, Ohio	—	19,656	—	17,763	—	—	—	17,388	—	17,388	15,974	17,056	2	Y	13	40	2-25	Y	13	\$300	100%	15	10,000	Y	—	50%	—	72%	52	25	—	N	Y
Beverly Shores, Ind.	15,600	—	—	—	14,000	—	—	—	—	—	12,500	13,000	½	Y	9	40	7-35	Y	9	\$200	100%	7	20,000	N	50%	50%	55%	60%	55	30	65	N	N
Birdsboro, Penna.	17,700	—	—	—	—	—	16,785	—	—	—	12,000	16,100	3	Y	5	40	7-28	Y	10	100%	100%	12	10,000	Y	—	50%	—	—	55	20	65	N	N
Bluffton, Ind.	17,238	—	—	—	—	—	13,605	—	16,509	—	12,150	12,811	1	Y	16	40	7-28	N	10	\$600	40%	6	2,000	N	50%	60%	70%	74%	—	20	—	Y	Y
Boonville, Ind.	—	18,680	—	—	—	17,430	—	—	—	—	—	15,930	—	N	11	48	6-18	N	—	\$300	100%	12	5,000	N	50%	60%	75%	—	55	20	65	N	Y
Bound Brook, N.J.	—	25,800	—	—	—	20,420	—	18,484	—	17,766	12,093	17,055	2	Y	18	40	5-25	Y	10	\$250	100%	30	5,000	N	—	—	—	—	—	25	65	N	N
Bradford, Ohio	13,000	13,000	—	—	—	—	—	—	—	—	—	—	—	N	2	40	10-15	N	9	\$200	100%	15	5,000	N	—	—	—	—	—	—	—	—	—
Bratenahl, Ohio	—	23,454	—	—	—	19,896	—	19,188	—	—	14,718	17,772	2	Y	11	40	10-20	N	9	\$225	100%	15	—	N	50%	60%	67½%	72%					

UNDER 10,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pension	Min Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.														After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
Canfield, Ohio	—	21,000	—	—	16,000	18,000	—	—	—	—	11,000	15,000	3	Y	11	40	14-30	Y	9	\$200	100%	15	—	Y	—	—	—	—	52	15	70	N	N	
Carey, Ohio	—	15,466	—	13,832	—	13,252	—	13,052	—	—	—	12,832	—	Y	7	40	14-21	Y	9½	\$350	100%	120	—	N	—	50%	—	—	52	25	—	N	Y	
Charles City, Iowa	—	20,160	—	16,728	—	16,200	—	—	—	15,540	13,884	14,604	2	Y	13	40	7-35	Y	8	\$225	100%	12	5,000	Y	—	—	—	—	55	22	—	Y	Y	
Cicero, Ind.	14,300	—	—	—	—	—	12,740	—	—	—	11,550	12,330	1	N	4	48	7-21	N	—	—	85%	10	10,000	N	50%	60%	70%	74%	55	20	65	N	Y	
Conshohocken, Penna. .	—	25,051	—	—	—	—	—	21,102	—	18,077	14,146	18,077	3	Y	11	40	14-35	Y	12	100%	100%	15	30,000	Y	—	50%	50%	50%	55	25	62	N	N	
Coopersburg, Penna. ...	—	18,758	—	—	—	—	—	—	—	—	14,706	15,050	1	Y	3	40	7-35	Y	10	100%	100%	20	25,000	Y	—	—	—	50%	55	25	—	N	N	
Coplay, Penna.	13,600	—	—	—	—	—	12,700	—	—	—	11,500	—	—	Y	4	40	28	Y	9	\$250	50%	7	10,000	Y	50%	—	—	—	50	—	—	Y	N	
Covington, Va.	17,177	22,995	—	—	14,129	18,932	12,213	16,369	12,213	16,369	10,551	14,129	6	Y	14	45	12-24	Y	11½	\$150	80%	12	24,000	N	30%	37½%	45%	52½%	55	30	65	N	N	
Crete, Nebr.	—	19,728	—	—	16,260	18,600	15,492	17,820	—	—	11,460	17,496	7	N	9	40	10-20	Y	8	—	50%	12	5,000	N	—	—	—	—	—	—	—	N	N	
Culpeper, Va.	20,793	29,258	—	—	15,516	21,833	12,765	17,962	12,765	17,962	10,502	14,778	8	N	20	40	12-18	Y	8	100%	100%	100%	—	N	—	—	—	—	—	60	N	N		
Curwensville Boro., Pa.	17,243	—	—	—	—	—	—	—	—	—	13,000	14,851	1	N	6	40	7-28	Y	11	\$200	100%	15	12,000	Y	—	50%	—	—	55	25	—	N	Y	
Decatur, Ind.	16,061	18,145	—	—	—	—	14,692	16,776	14,692	16,776	13,792	15,876	21	Y	14	40	15-28	Y	10	\$650	100%	30	4,000	N	50%	60%	70%	74%	41	20	—	N	N	
Derby, Kan.	23,112	24,216	21,420	22,584	18,276	19,548	15,936	17,400	15,540	16,644	10,800	15,816	4	Y	18	40	7-21	Y	19	100%	100%	6	—	N	—	—	—	65	9½	—	N	Y		
Devils Lake, N.D.	—	20,000	—	16,080	—	—	13,980	14,400	—	14,844	11,940	13,200	1	N	13	40	12-30	Y	9	\$250	70%	12	—	N	—	—	—	60	—	—	—	N	N	
Dickson City, Pa.	17,000	—	—	—	—	—	—	—	—	—	13,500	—	—	Y	9	40	10-20	Y	11	\$300	100%	100%	25,000	Y	—	50%	—	—	55	25	—	N	Y	
Dyer, Ind.	23,587	24,787	—	—	19,958	21,158	18,749	19,949	18,144	19,344	17,539	18,739	19	Y	13	40	6-30	N	6	\$350	50%	30	10,000	N	50%	60%	72%	72%	41	20	—	N	N	
Eastman, Ga.	—	14,500	—	—	—	—	—	—	—	—	7,200	10,200	3	N	10	48	10	Y	5	—	—	12	—	N	50%	—	—	—	—	20	65	N	N	
Fairview, Tenn.	10,560	12,360	—	—	—	—	9,900	11,700	—	—	9,240	11,040	2½	N	6	44	10	N	9	\$300	80%	10	1,000	N	—	—	—	—	—	—	—	N	Y	
Farrell, Penna.	20,914	—	18,570	—	—	—	17,828	—	19,200	—	15,331	17,168	3	Y	25	40	10-30	Y	11	\$200	100%	12	15,000	Y	50%	50%	50%	50%	50	25	65	N	Y	
Folcroft, Penna.	26,404	—	—	—	—	—	22,408	—	—	—	20,212	—	2	Y	10	40	14-42	Y	15	100%	100%	16	30,000	Y	50%	50%	50%	50%	55	20	—	Y	N	
Green Cove Springs, Fla.	16,361	—	—	—	12,455	—	12,163	—	—	—	9,503	11,045	5	N	13	40	10-20	N	10	\$250	100%	12	10,000	N	40%	50%	60%	70%	52	10	65	N	N	
Greensburg, Ind.	14,880	17,856	14,080	16,896	13,480	16,176	—	—	14,080	16,896	12,880	15,456	20	Y	12	40	5-20	N	7	\$500	66½%	14	5,000	N	50%	60%	70%	74%	55	20	60	N	Y	
Gulf Breeze, Fla.	19,400	20,650	—	—	—	—	15,200	15,800	13,700	14,200	11,200	13,400	5	Y	10	56	10-15	N	6	—	50%	12	10,000	N	40%	50%	60%	70%	55	10	—	N	N	
Gulf Shores, Ala.	17,202	—	—	15,500	—	14,000	—	—	—	—	9,152	11,220	1½	N	11	48	12	Y	9	—	100%	12	—	N	—	—	—	—	—	60	N	N		
Hales Corners, Wisc.	—	22,000	—	—	—	—	20,780	—	—	—	17,596	19,572	5	Y	13	38½	12-27	Y	10	\$215	100%	12	20,000	Y	36%	45%	54%	63%	55	—	55	Y	Y	
Hapeville, Ga.	22,006	28,066	13,146	18,408	12,646	17,701	12,397	17,347	12,397	17,347	11,918	16,682	—	Y	33	40	10-20	N	9	\$250	100%	12	30,000	Y	40%	50%	60%	70%	60	—	70	N	N	
Hillsboro, Ohio	14,678	15,048	13,784	14,308	—	—	12,859	13,414	12,859	13,414	11,934	12,489	3	Y	13	40	5-25	Y	10	\$200	100%	15	—	Y	—	75%	86%	93%	48	25	—	N	Y	
Homestead, Penna.	—	22,000	—	—	—	—	—	18,400	—	—	12,000	16,700	3	Y	15	40	5-20	Y	12	\$250	100%	20	20,000	Y	85%	100%	100%	100%	55	25	65	Y	Y	
Hudson, N.Y.	17,803	17,803	—	—	—	—	13,657	14,907	14,907	14,907	11,787	12,982	25	—	20	40	10-25	Y	11½	\$450	100%	18	—	Y	—	50%	—	—	—	25	70	Y	Y	
Indian Hill, Ohio	32,210	—	28,184	—	24,534	—	—	—	24,534	—	17,822	22,231	2	N	16	42	14-28	Y	9	—	100%	15	—	Y	—	60%	72%	72%	52	—	—	N	N	
Jackson, Ohio	—	13,536	11,044	12,272	—	—	10,732	11,918	—	—	9,921	11,689	15	Y	11	40	10-20	Y	10	\$265	85%	15	—	Y	—	—	—	—	52	25	—	N	N	
Jacksonville, Ala.	12,804	19,224	—	—	11,628	17,268	10,704	15,744	—	—	9,828	14,424	15	Y	17	40	14-28	Y	9	\$100	100%	12	10,000	Y	—	—	—	—	62	10	—	N	N	
Kendallville, Ind.	—	15,643	—	—	—	—	—	14,339	—	14,693	12,600	13,712	1½	N	11	40	5-25	N	8	\$250	50%	42	5,000	N	50%	60%	70%	74%	41	20	—	N	Y	
Kenhorst Boro., Pa.	14,835	—	—	—	—	—	13,746	—	—	—	—	12,185	—	N	4	40	7-22	Y	7	—	100%	20	25,000	Y	50%	50%	50%	50%	65	25	—	N	N	
Kenton, Ohio	16,931	20,717	—	—	15,662	18,074	14,498	17,618	—	—	13,458	16,286	5	N	10	40	14-35	Y	11	\$240	100%	15	10,000	Y	55%	66%	—	—	52	20	—	N	Y	
Kermitt, Tex.	20,232	20,916	16,992	19,308	—	—	16,666	17,220	—	—	12,612	16,296	25	Y	10	44	12-24	Y	10	—	100%	12	10,000	N	—	—	—	—	55	28	70	N	Y	
Ketchikan, Alaska	33,972	50,964	29,364	44,052	27,144	40,716	24,804	37,212	22,236	33,360	22,236	33,360	—	N	19	40	13-31	Y	11	\$200	100%	12	—	N	55%	77½%	80%	—	—	20	—	Y	N	
Keyser, W.Va.	12,500	—	—	—	—	—	—	—	—	—	9,647	9,647	—	N	7	40	7-21	Y	11															

CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (Y) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	After 20 Yrs. of Service														After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
UNDER 10,000 (Continued)																																		
Lenoir City, Tenn.	—	13,743	—	—	—	—	—	—	—	—	10,848	—	N	8	40	21	Y	9	100%	100%	21	6,000	N	—	—	—	—	65	—	65	N	N		
Ludington, Mich.	—	22,000	—	19,398	—	18,501	—	17,646	—	18,407	14,465	16,831	2	N	14	40	5-20	Y	11	—	100%	12	10,000	Y	—	62½%	67½%	72½%	50	25	65	N	Y	
Manistique, Mich.	—	—	—	—	—	—	15,481	16,381	—	—	14,157	15,808	4	Y	13	40	7-35	Y	11	\$300	100%	110	10,000	N	—	—	—	65	10	65	Y	N		
Mansfield, Penna.	14,200	17,000	—	—	—	—	13,300	14,100	—	—	9,800	13,100	5	N	5	40	5-20	Y	8	\$250	100%	15	15,000	Y	50%	50%	50%	50%	55	20	65	N	Y	
McKees Rocks, Penna. .	17,128	—	16,349	—	15,856	—	—	—	—	—	15,140	—	—	Y	13	40	7-35	Y	11	\$135	100%	20	13,000	Y	—	—	—	—	55	25	63	N	N	
Media, Penna.	22,000	22,000	—	—	—	—	19,700	19,700	—	—	16,700	18,700	½	Y	10	40	14-35	Y	15	—	100%	115	30,000	Y	—	50%	—	—	55	25	60	Y	Y	
Montgomery, Ohio	22,015	24,461	—	—	—	—	19,959	22,178	—	20,144	17,121	20,144	3	Y	12	40	10-16	Y	9	\$120	100%	15	—	Y	—	—	—	—	—	—	—	N	—	
Monticello, Ind.	—	15,700	—	—	—	13,851	—	13,851	—	—	13,227	1	Y	8	40	12-30	Y	9½	—	\$350	100%	30	—	N	50%	60%	72%	72%	45	20	55	N	Y	
Mount Airy, N.C.	17,879	22,810	14,002	17,879	12,710	16,217	11,523	14,714	10,930	14,002	9,941	12,710	6	N	27	42	10½-16	Y	6	—	50%	12	5,000	N	—	—	—	—	—	—	—	N	N	
Mount Carmel, Penna. .	15,225	—	—	—	14,817	—	14,700	—	—	—	10,360	14,490	25	N	12	40	5-15	Y	0	—	75%	50	3,000	Y	—	50%	—	—	55	25	65	N	Y	
Mt. Penn, Penna.	—	19,634	—	—	—	—	—	18,024	—	—	12,000	15,392	2	Y	6	40	14-35	Y	9	\$350	100%	100%	10,000	Y	—	—	—	—	55	20	—	N	N	
Nazareth, Penna.	—	—	—	—	—	—	16,500	17,773	—	—	14,829	15,935	3	Y	3	40	21-35	Y	12	—	100%	40	20,000	Y	50%	50%	50%	50%	55	20	—	Y	Y	
New Lenox, Ill.	—	24,681	—	—	—	—	17,992	19,364	—	—	13,104	18,003	13	N	8	40	14-28	Y	7½	—	100%	6	—	N	—	—	—	—	—	—	—	Y	N	
Newport, Tenn.	13,417	13,417	11,590	11,590	11,219	11,219	10,705	10,705	11,590	11,590	10,039	10,158	5	Y	21	40	14-21	N	9	100%	100%	15	8,500	Y	55%	60%	70%	—	55	10	65	N	Y	
Newtown, Ohio	17,500	—	—	—	—	—	14,550	—	—	—	12,550	13,050	1	Y	4	48	10	Y	7	\$400	50%	15	—	N	—	—	—	—	55	25	—	N	N	
Northampton, Penna. .	19,700	—	—	15,870	—	15,640	—	—	—	—	12,200	15,340	3	Y	11	40	12-24	Y	12	—	100%	10	37,000	Y	—	50%	50%	50%	55	25	60	Y	Y	
N. Braddock, Penna. .	17,700	—	16,080	—	15,600	—	—	—	—	—	15,300	—	—	Y	9	40	14-35	Y	10	\$150	—	20	5,000	—	—	—	—	—	55	25	65	Y	—	
N. Kansas City, Mo.	24,984	30,312	20,568	26,323	18,648	23,808	16,932	21,612	14,292	17,796	14,292	17,796	5	Y	30	40	12-22	Y	8	\$350	50%	12	10,000	N	50%	60%	70%	80%	55	20	65	N	Y	
Ogdensburg, N.J.	—	19,700	—	—	—	—	—	—	—	—	9,500	13,000	3	N	4	40	8-18	Y	12	\$300	50%	15	—	Y	—	60%	60%	60%	60%	55	25	65	N	Y
Olmsted Falls, Ohio	21,410	—	—	—	—	—	19,131	—	—	—	13,001	17,005	3	Y	8	40	10-25	Y	8	\$325	100%	14	22,000	Y	50%	60%	67½%	72%	52	25	—	N	Y	
Olney, Ill.	—	21,300	—	—	—	—	14,424	17,096	—	—	11,878	15,538	12	N	13	40	10-20	Y	9	100%	100%	12	7,000	Y	50%	60%	70%	75%	50	20	—	N	N	
Owasso, Okla.	13,200	16,356	11,856	14,688	11,220	13,920	10,644	13,200	10,644	13,200	9,564	11,856	4	N	11	40	10	Y	8	\$125	100%	12	5,000	N	50%	62½%	75%	75%	41	20	70	N	N	
Palatka, Fla.	23,875	—	17,047	—	15,950	—	14,575	—	—	—	11,550	13,200	1	N	26	40	10-15	Y	6	\$228	50%	12	6,000	N	40%	50%	60%	70%	—	10	—	N	N	
Paris, Ky.	16,411	18,054	—	—	13,541	14,206	12,314	12,917	—	—	10,670	11,752	1½	Y	16	40	15-18	Y	—	100%	100%	12	5,000	N	—	—	—	—	—	30	65	N	N	
Parkland, Fla.	16,000	19,800	—	—	14,000	16,800	13,400	15,900	—	—	12,600	15,000	4	N	10	40	7-21	Y	10	—	100%	12	5,000	N	—	—	—	—	—	—	—	N	N	
Park Ridge, N.J.	31,075	—	28,300	—	25,775	—	22,963	—	—	—	14,950	20,876	3	Y	19	37½	12-25	Y	13	\$425	100%	15	10,000	Y	—	50%	60%	—	—	25	65	Y	N	
Pentwater, Mich.	—	13,500	—	—	—	—	—	—	—	—	10,420	12,500	1	N	3	40	5-20	Y	7	—	50%	12	—	N	—	—	—	—	62	25	—	N	N	
Pitman, N.J.	23,822	—	21,540	—	—	—	18,635	—	18,473	—	14,200	17,473	4	Y	13	34	5-20	Y	12	\$400	100%	12	—	N	40%	60%	65%	65%	43	20	70	N	N	
Plymouth, Ind.	16,500	—	—	—	—	—	15,000	—	—	—	13,000	14,000	1	Y	14	40	7-21	Y	14	\$600	100%	10	5,000	N	50%	60%	70%	74%	41	20	62	N	—	
Point Pleasant, W.Va. .	17,772	—	—	—	—	—	10,080	—	—	—	8,880	9,480	15	Y	9	40	14	Y	11	\$100	100%	15	—	Y	60%	60%	60%	60%	65	20	65	N	N	
Port Clinton, Ohio	18,828	19,428	—	18,303	—	—	17,403	—	17,403	16,203	16,803	3	Y	11	40	10-25	Y	11	\$300	100%	15	15,000	Y	40%	50%	60%	66%	52	20	—	N	Y		
Portland, Ind.	14,304	15,144	—	—	—	—	12,816	13,656	12,816	13,656	12,264	13,104	19	Y	10	42	7-21	Y	7	\$525	100%	14	—	N	50%	60%	74%	74%	55	20	60	N	N	
Princeton, Ind.	15,280	—	—	13,960	—	13,591	—	13,591	—	—	13,050	—	—	Y	14	40	14-35	Y	12	\$450	100%	—	5,000	N	50%	60%	70%	74%	55	20	—	N	Y	
Princeton, W.Va.	15,000	15,000	10,627	11,086	10,316	10,816	9,984	10,524	9,152	10,046	9,152	10,046	15	Y	20	40	20	Y	11½	\$200	100%	30	5,000	Y	60%	65%	65%	65%	50	20	65	N	Y	
Pryor, Okla.	16,860	16,800	14,400	14,400	—	—	12,720	12,720	12,720	12,720	12,120	12,120	—	Y	21	40	15	N	11	\$720	50%	15	5,000	N	50%	70%	100%	100%	—	20	65	N	Y	
Ripley, Tenn.	—	14,932	—	13,032	—	—	—	11,772	—	12,132	9,636	11,112	3½	Y	21	40	7-14	Y	7	\$360	60%	12	10,000	N	50%	62½%	75%	—	55	15	—	N	N	

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min to Max													After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service					
UNDER 10,000 (Continued)																																		
Shelby, Ohio	—	19,583	—	17,430	—	—	—	16,848	—	16,286	15,434	16,286	1	Y	15	40	7-35	Y	8	\$150	100%	15	\$2,000	Y	30%	60%	67½%	72%	52	25	—	N	N	
Shenandoah, Penna.	12,725	—	12,000	—	11,650	—	11,175	—	—	—	10,350	10,950	1	Y	11	40	14-28	Y	12	\$300	100%	18	15,000	Y	—	55%	—	—	50	25	70	N	Y	
Sheridan, Ind.	13,500	—	—	—	12,500	—	—	—	—	12,500	—	—	—	N	—	56	14	N	—	\$150	100%	—	—	N	—	—	—	—	10	—	—	N	Y	
Slatington, Penna.	—	15,014	—	—	—	—	—	—	—	—	13,210	13,970	3	Y	5	40	5-20	Y	9	100%	100%	10	7,000	Y	—	50%	50%	50%	55	25	65	Y	Y	
Snyder Twp, Penna.	14,900	—	—	—	—	—	—	—	—	—	10,300	12,300	—	N	2	40	7-14	Y	7	\$125	100%	5	30,000	N	—	50%	—	—	65	—	—	N	Y	
South Haven, Mich.	—	25,000	—	—	—	17,950	—	17,550	—	—	13,050	16,050	3	Y	16	40	7-28	Y	13½	100%	100%	12	10,000	N	40%	50%	60%	70%	55	10	65	N	Y	
Sulphur, Okla.	14,400	—	—	—	12,000	—	—	—	—	—	7,800	—	5	N	10	40	7-21	N	7	—	—	15	—	N	50%	—	—	—	41	20	65	N	N	
Tell City, Ind.	15,000	—	—	—	13,500	—	12,760	—	12,760	—	11,000	12,600	1	N	9	40	7-14	N	8	\$435	100%	14	4,000	—	50%	60%	70%	—	—	20	60	N	Y	
Tipton, Ind.	16,500	—	13,315	—	—	—	13,140	—	—	—	—	12,480	—	—	9	40	12	N	7	\$500	100%	90	10,000	Y	—	—	—	—	—	20	—	N	Y	
Trinidad, Colo.	18,700	18,700	15,500	15,500	—	—	13,550	13,550	13,550	13,550	12,600	12,900	1	N	18	40	12-30	Y	15	\$150	100%	12	—	N	50%	50%	50%	50%	55	20	—	Y	Y	
Union City, Ohio—	11,550	—	—	—	—	—	—	—	—	—	9,500	—	—	N	3	48	14	N	6	\$250	50%	18	—	N	30%	60%	67½%	72%	52	25	—	—	—	
Vinita, Okla.	11,373	—	—	—	—	—	9,654	—	—	—	8,448	9,058	2	N	9	40	17	Y	8	100%	100%	12	8,000	—	50%	62½%	75%	75%	41	20	70	N	Y	
Walnutport, Penna.	13,416	—	—	—	11,252	—	—	—	—	—	10,500	—	—	N	3	40	10	Y	9	\$200	100%	10	40,000	Y	—	50%	—	—	55	25	—	N	N	
Wapakoneta, Ohio	15,909	17,337	—	—	14,800	15,115	—	—	—	—	12,994	14,201	3½	Y	15	40	10-20	Y	7	\$150	100%	15	\$5,000	Y	—	60%	—	—	52	25	65	Y	Y	
Warren, R.I.	18,177	—	17,337	—	—	—	16,060	—	15,666	—	11,600	14,566	2	Y	18	37	14-24	Y	11	\$375	100%	100%	—	N	66%	70%	75%	—	55	25	58	N	N	
Waynesboro, Penna.	—	21,500	—	—	—	—	—	18,500	—	—	13,750	15,640	7	Y	15	40	14-28	Y	12	100%	100%	12	15,000	Y	50%	50%	56%	62%	55	25	65	N	Y	
Wellsville, Ohio	—	15,398	—	—	—	—	—	—	—	—	12,700	13,600	3	Y	13	40	14-49	Y	10	\$325	100%	15	6,000	Y	40%	50%	60%	66½%	52	25	—	N	Y	
W. Frankfort, Ill.	21,000	23,000	20,000	22,000	20,000	21,000	—	—	—	—	18,900	19,200	1	Y	10	56	3	N	12	\$250	100%	12	2,000	Y	50%	—	60%	—	55	20	—	N	Y	
Whiting, Ind.	21,778	21,778	20,206	20,206	—	—	19,504	19,504	19,504	19,504	—	17,787	1	N	24	40	21-42	N	9	\$400	100%	100%	15,000	N	50%	60%	70%	74%	—	20	—	N	N	
Wildwood, N.J.	—	28,607	—	24,201	—	22,647	—	21,216	—	—	13,910	19,548	3	Y	35	40	14-30	Y	16	100%	100%	15	—	Y	—	60%	65%	—	—	25	65	N	Y	
Wyomissing, Penna.	—	23,160	—	—	—	—	—	17,367	—	—	14,807	16,346	3	Y	12	40	5-20	Y	12	100%	100%	30	25,000	Y	—	50%	—	—	55	25	—	N	N	

STATE POLICE AND HIGHWAY PATROL

Alaska State Police	45,708	63,084	42,660	58,668	39,816	54,612	30,936	43,092	28,740	40,032	26,700	37,200	—	Y	468	37½	15-30	Y	11	\$600	90%	15	2,000	N	—	—	—	—	—	20	—	Y	Y
Ariz. State Police	—	—	27,723	37,149	23,946	32,099	17,877	23,946	—	—	15,435	20,695	7	N	838	40	15-21	Y	10	\$720	100%	15	5,000	Y	50%	55%	60%	60%	—	20	70	N	—
Ark. State Police	20,540	31,538	14,846	22,776	13,884	21,320	11,986	18,382	10,426	15,990	10,426	15,990	8	N	517	40	12-22½	N	11	\$680	100%	12	—	N	50%	60%	65%	65%	50	20	65	N	Y
Conn. State Police	28,673	38,716	24,507	33,091	19,740	24,006	17,515	20,827	15,892	19,038	14,432	17,413	7	Y	928	40	10-20	Y	13	\$72	100%	15	—	Y	50%	60%	80%	100%	47	20	70	Y	Y
Del. State Police	33,880	38,720	26,974	29,645	24,427	28,113	22,444	26,259	20,620	24,941	16,638	22,432	19	Y	435	40	15-25	Y	12	\$500	100%	15	—	N	50%	62½%	—	—	46	25	55	Y	Y
Florida Marine Patrol ...	33,500	33,500	18,333	24,847	16,265	21,882	14,616	19,523	14,616	19,523	12,612	16,641	25	N	241	40	13-19	N	10	\$150	50%	13	—	Y	40%	50%	60%	70%	55	25	—	N	Y
Ga. State Police	—	—	18,756	28,980	17,190	26,580	15,792	24,348	—	—	12,294	20,436	15	Y	752	45	15-21	N	12	—	—	15	—	Y	40%	50%	60%	70%	55	—	55	N	N
Idaho State Police	—	—	21,864	29,292	19,824	26,568	16,320	21,864	—	—	13,416	19,824	—	Y	222	40	12-14	N	9	100%	100%	12	—	Y	42%	50%	60%	70%	55	25	60	N	N
Ill. State Police	—	35,000	25,236	31,008	22,524	29,292	20,040	27,624	—	—	15,816	24,732	20	Y	1,865	40	10-20	Y	13	—	100%	60	—	Y	47½%	61½%	75%	75%	55	20	60	N	Y
Ind. State Police	39,312	61,542	19,422	28,704	17,914	26,598	15,184	22,776	15,184	22,776	13,364	20,176	14	Y	1,109	45	12-26	Y	13	—	75%	90	10,000	N	100%	—	—	—	45	20	55	N	N
Iowa State Police	28,579	38,334	22,568	30,140	21,507	28,579	18,928	24,793	—	—	13,228	20,300	8	Y	430	43	10-25	Y	11	100%	50%	15	10,000	Y	—	—	—	—	55	22	65	N	N
La. State Police	23,340	32,052	22,044	30,876	20,112	29,124	16,932	23,652	16,452	23,184	15,972	22,680	10	Y	826	40	12-24	Y	7	—	50%	100%	—	Y	60%	75%	90%	90%	—	20	60	N	Y
Md. State Police	44,000	—	21,282	—	19,797	—	16,009	—	17,131	—	14,385	17,827	5	N	1,565	40	10-25	Y	14	\$175	—	15	—	N	44%	56%	61%	67%	50	25	60	Y	N
Mich. State Police	—	46,300	38,419	42,345	27,917	33,241	25,077	26,306	25,077	26,306	16,100	22,991	5	Y	2,220	40	15-27	Y	12	\$250	100%	13	34,500	Y	40%	50%	50%	50%	—	25	56	Y	N
Minn. State Police	—	—	24,924	28,008	—	—	21,060	23,916	—	—	15,084	21,780	20	N	504	40	13-26	Y	9	—	100%	13	10,000	Y	50%	60%	70%	80%	55	10	60	N	Y
Nebr. State Police	—	—	21,001	28,647	18,647	25,364	16,560	22,409	15,615	21,082	13,886	18,701	—	N	400	50	12-25	Y	11	100%	70%	12	5,000	N	50%	62½%	75%	75%	55	20	60	N	N
Nev. Highway Patrol	23,168	32,168	18,396	25,424	17,576	24,271	16,053	22,114	—	—	14,677	20,155	7	Y	180	40	15	Y	7	\$352	100%	15	10,000	Y	50%	62½%	75%	75%	50	20	70	Y	N
N.M. State Police	—	—	25,488	28,668	22,212	24,984	19,356	21,780	—	—	12,672	18,996	12	Y	381	40	15-24	N	11	\$360	100%	30	—	N	—	62½%	75%	87½%	55	25	61	N	N
N.Y. State Police	—	50,000	30,824	31,618	28,815	29,609	23,916	26,425	21,124	25,780	12,715	19,226	5	Y	3,500	40	30	Y	11	—	100%	13	—	N	50%	—	—	—	—	20	55	Y	Y
N.C. State Highway Patrol	31,284	43,692	20,412	28,452	18,612	25,908	15,540	21,420	—	—	12,468	17,820	6	Y	1,137	40	10-24	—	10	—	100%	10	—	N	45%	—	—	66½%	55	20	62	Y	Y

CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required/Reg Pension	Min Yrs Serv Req for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min to Max												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
STATE POLICE AND HIGHWAY PATROL (Continued)																																	
N.D. Highway Patrol	23,172	34,236	18,156	26,820	16,464	24,336	14,940	22,068	—	—	13,548	20,016	9	N	102	42	12-24	Y	9	100%	100%	12	1,000	Y	50%	62½%	70%	77½%	55	15	60	Y	N
Okla. Highway Patrol ...	27,500	—	20,900	22,100	19,100	20,300	—	—	—	—	17,300	18,500	—	Y	670	40	15	N	11	—	100%	15	15,000	N	—	—	—	—	—	20	—	N	Y
Penna. State Police	—	—	24,548	32,215	21,496	27,990	19,737	25,621	—	—	13,457	22,491	25	Y	3,800	40	10-25	Y	15	\$300	100%	15	20,000	Y	40%	50%	60%	60%	50	—	60	Y	Y
Tenn. State Police	25,092	36,312	17,460	25,092	15,036	19,836	12,900	17,292	—	—	10,980	15,612	—	Y	622	42½	12-24	Y	11	—	60%	12	—	Y	45%	56¼%	67½%	75%	50	25	55	N	N
Utah Highway Patrol	29,604	43,212	20,544	29,976	18,516	27,012	16,380	23,964	—	—	13,800	21,516	15	N	431	40	12-18	Y	12	\$480	80%	12	—	N	40%	50%	55%	60%	50	25	62	N	Y
Vt. State Police	—	—	19,214	31,694	16,146	26,598	13,806	21,918	—	—	10,868	17,290	—	N	259	45	12-45	Y	12	—	75%	100%	—	Y	—	—	—	—	55	20	55	N	Y
W.Va. State Police	35,000	35,000	19,788	22,788	18,588	21,588	16,584	19,584	—	—	13,836	17,568	32	Y	571	42	15-24	Y	12	—	100%	18	15,000	N	—	—	—	—	50	25	55	N	N
Wis. State Patrol	30,677	42,643	23,039	30,205	19,485	25,545	17,961	23,221	—	—	14,196	20,383	10	Y	375	40	10-25	Y	10½	100%	90%	13	—	Y	36%	45%	54%	63%	55	—	—	Y	Y

MISCELLANEOUS

Alpena Co. Sheriff, Mich.	—	—	—	—	—	—	—	16,589	16,589	15,434	15,850	2	Y	15	40	13-27	Y	10	\$300	100%	12	15,000	N	—	—	—	—	62	10	—	Y	N	
Anne Arundel Co., Md.	28,318	38,229	24,385	30,959	22,173	28,137	18,554	23,236	13,526	18,238	13,526	18,238	7	N	420	40	10-25	Y	15	\$175	100%	15	4,000	N	50%	60%	70%	70%	50	20	60	N	N
Balti. City School Police, Md.	22,256	28,312	—	—	—	—	—	—	—	12,972	15,719	3	Y	117	40	12-24	Y	10	—	100%	12	5,000	Y	—	—	—	—	60	5	70	Y	Y	
Baltimore Co. Towson, Md.	33,066	39,140	19,736	24,870	18,001	22,665	16,447	20,641	14,057	17,526	13,737	17,206	5	Y	963	40	5-20	Y	—	\$250	90%	15	—	Y	40%	46%	52%	58%	50	20	70	Y	N
Baltimore Co. Sheriff's Dept., Md.	18,508	23,348	16,847	21,399	15,328	19,448	14,029	17,642	—	—	12,835	16,087	5	Y	31	35	12-15	Y	9	—	90%	15	—	Y	36%	45%	54½%	64%	60	20	70	Y	N
Baltimore Fed. Police, Md.	26,951	35,033	20,467	26,605	16,826	21,875	15,193	19,747	13,672	17,776	12,266	15,920	17	Y	114	40	13-30	Y	9	—	100%	26	12,000	Y	36¼%	46¼%	56¼%	66¼%	55	30	70	Y	N
Barry Co. Sheriff Dept., Hastings, Mich.	—	—	—	—	—	—	17,063	—	16,736	12,673	16,409	3	Y	24	50	5-20	Y	7	\$200	100%	12	15,000	N	—	—	—	—	60	10	70	N	N	
Berkson Co. Probation Dept., N.J.	35,000	—	16,700	22,700	15,100	21,850	13,500	21,000	—	—	11,900	20,150	12	Y	60	32½	15-20	N	14	—	100%	15½	—	Y	—	50%	50%	100%	55	30	70	N	Y
Bisbee, Sheriff, Ar.	30,500	—	16,764	25,956	15,576	24,120	13,768	21,360	13,123	20,340	13,128	20,340	14	Y	61	40	12-20	Y	10	\$480	—	12	—	N	50%	55%	60%	60%	62	5	—	N	Y
Bloomsburg Campus Police, Pa.	15,500	18,000	—	—	—	—	—	—	—	—	11,000	15,000	7	N	46	40	10-25	Y	14	—	100%	15	—	Y	—	—	—	—	55	10	—	Y	Y
Charles Co. Sheriff's Dept., LaPlata, Md.	—	22,000	21,282	27,956	18,415	26,007	17,130	22,505	—	—	13,570	19,655	6	N	88	40	12-18	Y	8	\$450	50%	15	10,000	N	50%	60%	70%	—	41	20	—	Y	Y
Chicago Transit Authority Police	37,500	—	29,350	—	26,250	32,000	24,850	30,000	22,500	26,500	17,500	25,350	3	N	68	40	10-40	Y	11	\$190	100%	90	—	N	—	—	—	—	58	10	65	N	N
Col. Pk. Univ. Police, Md.	—	—	20,651	25,590	17,796	22,054	16,520	20,473	13,230	16,395	12,330	15,264	5	N	66	40	10-25	Y	14	—	90%	15	—	Y	—	—	—	—	60	30	—	Y	N
Conrail Police Dept.	37,500	—	29,000	—	26,985	31,996	24,704	29,384	—	—	17,632	23,201	3	N	1,100	40	10-50	Y	12	—	100%	—	15,000	N	50%	75%	100%	—	60	30	65	N	N
Cook Co. Sheriff, Ill.	42,492	42,492	24,792	35,712	22,500	33,180	19,512	29,124	16,524	25,440	16,524	25,440	30	Y	408	40	14-28	Y	12	\$400	100%	12	—	Y	40%	50%	60%	75%	53	23	63	N	N
Dade Co. Police, Fla.	37,950	54,615	33,016	41,512	—	—	22,699	24,949	16,957	21,423	16,957	21,423	5	Y	1,458	40	10-20	Y	12	\$200	50%	12	—	Y	—	—	—	—	55	25	65	N	N
Dayton VA Police, Ohio .	18,585	24,165	—	—	13,672	17,776	—	—	—	—	10,963	15,947	10	N	26	40	13-26	Y	9	\$125	50%	13	—	Y	36%	46%	56%	66%	55	30	—	Y	N
Del. River Port Authority Police	—	38,000	—	28,436	—	24,581	—	22,803	—	—	19,474	21,038	1	N	140	42	14-35	Y	15	—	100%	15	20,000	N	40%	50%	60%	70%	60	10	65	N	Y
Dept. of Corrections, Pembroke Pines, Fla.	19,564	26,601	13,780	18,270	13,070	17,267	11,838	15,513	—	—	11,275	14,720	—	N	81	40	13-19	Y	9	—	50%	13	—	N	—	—	—	—	52	25	—	N	N
Dept. of Def. Police, Dover, N.J.	18,585	24,165	16,826	21,875	15,193	19,747	12,266	15,947	18,585	21,875	10,963	14,248	20	N	69	42½	13-26	Y	9	\$116	50%	13	—	Y	36¼%	46¼%	56¼%	66¼%	60	20	—	Y	N
DuBois Co. Sheriff, Ind.	—	16,600	—	—	—	14,535	—	13,666	—	—	—	13,150	—	N	6	48	14	N	—	100%	100%	—	3,000	N	—	—	—	—	55	10	—	N	Y
Hamilton Co. Sheriff, Ind.	17,500	—	14,300	—	14,000	—	13,700	—	14,000	—	11,000	13,400	1	N	21	40	10	N	—	\$300	100%	14	15,000	N	50%	50%	50%	50%	55	10	55	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days)	MIN — MAX	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pension	Min Yrs Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No	
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min to Max													After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service						
MISCELLANEOUS (Continued)																																			
Henry Co. Sheriff, Va.	24,500	24,500	17,282	17,282	14,030	15,804	14,030	14,030	12,515	14,295	10,270	14,030	10	N	54	40	12-18	Y	11	\$150	100%	15	—	N	30%	37½%	45%	52½%	55	—	60	N	N		
Hilo Co. Sheriff, Hi.	—	35,568	20,328	29,976	18,708	27,444	17,256	25,152	17,256	25,152	15,300	22,104	9	N	266	40	21	Y	13	—	50%	21	—	Y	50%	62½%	75%	80%	—	25	70	Y	Y		
Jacksonville Sheriff, Fla.	27,375	32,850	25,668	29,004	22,332	25,224	18,516	21,924	13,956	19,068	13,956	19,068	20	Y	940	40	20-35	Y	10	\$480	100%	20	10,000	Y	50%	60%	65%	65%	50	25	65	N	Y		
Jefferson Co. Police Dept., Ky.	—	39,322	—	25,386	19,545	21,223	17,712	19,331	—	—	12,339	17,044	18	Y	447	40	12-24	Y	9	\$500	100%	100%	10,000	Y	45%	56¼%	67½%	78¾%	—	25	58	N	N		
Kane Co. Sheriff, Geneva, Ill.	22,800	—	—	—	20,700	—	19,800	—	15,200	18,800	15,200	18,800	3	Y	97	40	14-28	Y	12	\$350	50%	12	—	Y	—	—	—	—	55	20	—	N	Y		
Kankakee Co. Sheriff's Police Dept., Ill.	—	—	—	—	—	19,800	—	19,140	—	—	13,860	17,820	1	Y	47	40	5-15	Y	15	\$300	100%	10	5,000	—	42½%	55%	68%	75%	55	20	55	Y	Y		
Knox Co. Sheriff Dept., Mt. Vernon, Ohio	—	16,000	—	15,000	13,400	14,400	12,800	13,800	13,100	14,100	10,500	12,500	4	N	16	40	14-28	N	10	—	100%	15	5,000	N	—	—	—	—	—	—	—	N	Y		
Lake Co. Sheriff, Ill.	30,316	30,316	27,141	27,141	25,846	25,846	23,439	24,616	16,676	21,255	16,676	21,255	5	N	90	40	10-20	Y	13	—	100%	12	10,000	N	42%	55%	67%	75%	55	20	—	N	N		
Lansing Airport Police, Mich.	—	—	—	—	—	—	15,870	19,864	—	—	13,457	17,160	4	Y	14	40	15-23	Y	8	—	100%	13	15,000	N	—	—	75%	—	55	10	—	Y	N		
Laureldale Co. Police, Pa.	—	17,200	—	—	—	—	—	16,200	—	—	—	15,500	—	N	4	42	15	Y	8	100%	100%	10	5,000	Y	—	75%	—	—	55	25	—	N	N		
Mahoning Co. Sheriff, Ohio	23,100	—	19,317	—	17,563	—	15,967	—	15,967	—	13,179	14,494	1	N	54	40	10	Y	10	\$200	100%	15	3,000	Y	34%	—	60%	70%	—	5	—	N	N		
Manhattan Co. Police, Kan.	23,535	—	18,139	21,563	15,319	18,139	13,487	15,981	—	—	11,924	14,082	5	Y	65	40	12-18	Y	8	—	100%	12	—	N	40%	50%	60%	70%	55	20	65	N	Y		
Marietta, Co. Police, Georgia	—	—	15,229	23,761	13,861	21,607	12,608	19,510	11,531	17,646	11,531	17,646	9	Y	250	40	10-20	Y	9	\$300	100%	12	5,000	Y	15%	15%	15%	15%	65	20	—	N	N		
Mason Co. Sheriff, Mich.	—	—	—	—	—	16,862	—	17,035	—	14,497	16,430	2	Y	16	40	10-20	Y	11	\$200	50%	12	15,000	N	—	—	—	—	55	10	—	N	—			
Metro Parks Pol., Cleveland, Ohio	32,140	—	26,662	—	24,622	—	22,765	—	—	—	14,078	18,971	—	N	62	40	12	Y	12	100%	100%	12	—	N	47%	72%	100%	100%	—	30	70	N	N		
Montgomery Co. Police, Md.	43,381	58,741	25,290	38,710	21,988	33,571	19,129	29,133	19,129	29,133	15,235	26,517	18	N	755	40	15-30	Y	12	—	50%	15	—	Y	32%	50%	60%	70%	46	20	60	N	N		
Nassau Co. Sheriff, Fla.	16,125	19,500	—	—	14,250	17,250	13,500	15,375	13,875	16,500	12,375	14,230	9	Y	33	40	7-10	Y	—	—	100%	12	10,000	N	40%	50%	60%	70%	55	10	—	N	N		
Natural Resources Pol., Annapolis, Md.	20,993	27,574	18,085	23,760	16,791	22,054	15,591	20,473	14,482	19,008	11,667	17,646	6	N	200	40	10-20	Y	14	—	100%	10	—	N	40%	50%	60%	—	55	20	—	Y	Y		
Naval Sec. Dept. Wpns. Ind.	18,585	24,165	15,193	19,747	13,672	17,776	12,266	15,947	12,266	19,747	10,963	14,248	20	Y	80	40	20-26	Y	9	\$125	60%	13	—	Y	30%	40%	50%	60%	55	30	—	Y	N		
Newport NETC Pol., R.I.	16,826	21,875	—	—	13,672	17,776	12,226	15,947	—	—	10,450	14,600	14	Y	36	40	13-26	Y	9	\$125	50%	13	—	Y	—	—	—	—	55	20	—	Y	N		
NYCFD, (Police), N.Y.	38,000	42,000	30,000	33,000	—	24,000	27,000	—	—	—	—	—	—	Y	188	40	27	Y	11	\$285	100%	100%	7,500	Y	50%	58½%	66½%	75%	41	20	65	Y	N		
Oak Ridge U.S. Gov't. Security Force, Tenn.	22,500	29,000	16,800	21,900	—	—	13,700	13,800	—	—	10,900	15,900	20	—	22	40	13-26	Y	9	100%	50%	13	—	Y	36%	46%	56%	66%	55	5	—	Y	N		
Ogden Sheriff, Utah	—	26,412	—	23,272	—	19,319	15,907	19,324	—	—	13,206	18,932	—	—	29	40	5-15	Y	12	\$480	—	12	—	N	40%	50%	60%	70%	55	20	65	N	Y		
Okl. Capitol Police	11,280	22,044	9,768	15,120	—	—	8,976	13,800	—	—	8,652	14,388	11	Y	67	40	15-20	Y	9	\$480	100%	15	15,000	Y	100%	100%	100%	100%	62	10	70	N	Y		
Penna. Capitol Police ...	23,363	26,739	19,550	25,350	17,860	23,265	15,711	20,384	13,833	20,384	12,414	15,711	6	N	127	40	10-25	Y	15	—	100%	15	15,000	Y	40%	50%	60%	80%	55	10	—	Y	N		
Pa. State Col. Pol. Pa. ...	15,600	19,970	—	—	13,420	17,810	—	—	—	—	12,380	15,665	5	Y	15	40	15-25	Y	14	—	100%	15	12,000	Y	40%	50%	60%	70%	55	25	70	Y	N		
Pa. Liquor Control Bd., Harrisburg, Pa.	—	—	—	—	—	—	—	—	—	—	13,833	21,803	7	N	220	40	10-25	N	15	—	100%	15	—	Y	52%	64%	80%	100%	50	10	65	N	Y		
Payson Sheriff, Ari.	16,800	16,800	—	—	—	—	13,800	13,800	—	—	12,600	—	—	—	—	—	—	—	—	\$600	—	—	—	—	—	—	—	—	—	—	—	—	—		
Phila. Federal Law Enforcement, Pa.	22,486	29,236	16,826	21,875	15,193	19,747	—	—	—	—	12,266	15,947	20	Y	97	40	13-26	Y	13	\$129	50%	13	10,000	Y	35%	44%	56%	66%	55	20	—	Y	N		
Purdue University Police, Ind.	—	—	17,826	—	17,014	—	16,307	—	16,307	—	13,894	15,392	1	N	41	40	14-28	Y	10	—	100%	14	—	N	—	—	—	8	65	10	70	N	N		

MISCELLANEOUS (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min to Max	Longevity Pay (Y) Yes (N) No	No of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN — MAX	Overtime Compensation (Y) Yes (N) No	No of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min Age Required Reg. Pension	Min Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.												After 20 Yrs of Service	After 25 Yrs of Service	After 30 Yrs of Service	After 35 Yrs of Service						
R.I. Air Nat'l Guard Police Dept.	19,000	27,000	—	—	—	—	—	—	—	—	10,124	12,982	4	Y	13	40	15-24	Y	10	—	100%	12	11,000	N	—	—	—	—	—	—	—	Y	N
Richland Co. Sheriff Dept., Ill.	17,280	—	14,480	—	13,280	—	—	—	—	—	—	—	—	N	6	40	10	N	14	100%	100%	12	—	N	—	—	—	—	—	8	—	N	Y
Rutgers Police Dept., N.J.	20,400	27,500	12,500	24,900	16,700	22,600	14,600	19,400	14,600	19,400	12,500	17,400	4½	N	15	40	15	Y	13	\$100	50%	15	—	N	10%	15%	30%	50%	55	25	65	N	N
St. Clair Co. Sheriff's Dept., Ill.	—	—	—	—	16,800	—	15,200	—	14,800	—	14,500	14,800	1	N	75	40	10-20	Y	10	—	100%	12	21,000	N	40%	54%	66%	73%	55	8	60	N	Y
St. Louis, VA Police, Mo.	18,585	24,165	—	—	—	—	—	—	—	—	12,266	15,947	17	N	22	40	10-25	Y	9	\$125	—	13	—	Y	—	—	—	—	50	30	—	Y	N
Selfridge ANGB, Mich. ..	22,486	29,236	20,467	26,605	15,193	19,747	13,672	17,776	15,193	24,165	12,266	15,947	18	N	33	40	13-26	Y	9	\$116	50%	13	—	Y	—	—	—	—	55	30	—	Y	N
Shawnee Co. Sheriff, Kan.	25,380	25,380	22,848	22,848	21,054	21,054	18,348	18,348	17,217	17,217	11,694	15,252	4	Y	112	40	13-26	Y	10	\$240	50%	13	3,000	Y	25%	31¼%	37¼%	43¼%	65	10	65	N	N
Stanton Co. Police, Mich.	—	—	—	17,750	—	17,750	13,938	17,056	13,938	17,056	13,244	16,362	4	N	22	40	5-15	Y	10½	\$200	100%	13	10,000	N	—	—	—	—	60	8	70	Y	N
Sterling Co. Police, Colo.	—	21,000	—	18,462	—	—	15,528	16,464	15,528	16,464	13,440	15,684	4	N	22	40	12-18	Y	10	100%	100%	12	5,000	N	50%	50%	50%	50%	55	20	65	N	N
Summit Co. Sheriff, Ohio	23,154	24,320	21,545	22,711	20,221	21,387	28,226	19,391	—	—	16,150	17,316	6	Y	182	40	14-21	Y	12	\$400	100%	15	16,150	Y	—	—	—	—	55	20	65	N	N
Tri-Tec Campus Police, S.C.	9,000	20,000	—	—	—	—	—	—	—	—	7,000	9,000	5	N	5	40	30	Y	12	—	100%	14	—	N	—	—	—	—	65	30	—	N	N
Tuscola Co. Sheriff, Mich.	—	—	—	—	16,170	19,307	15,254	18,230	15,254	18,230	14,391	17,038	3	Y	30	40	10-18	Y	9	—	100%	12	20,000	N	—	—	—	—	65	10	—	N	Y
U.S. Capitol Police D.C.	—	53,534	31,735	38,350	26,446	33,061	22,039	28,654	20,716	27,331	15,427	24,687	26	Y	1,163	40	13-26	Y	10	100%	—	13	—	N	50%	62½%	80%	80%	55	30	—	N	N
U.S. Navy Base Police, San Bruno, Ca.	17,000	21,000	—	—	—	—	13,000	16,000	—	—	11,000	12,000	—	Y	6	40	30	Y	9	\$125	—	14	15,000	Y	—	—	—	—	20	5	—	Y	N
Valparaiso CO. & Sheriff, Ind.	20,855	—	19,305	—	18,910	—	18,000	—	17,700	—	14,800	17,400	3	N	35	48	14	N	14	—	100%	30	15,000	Y	50%	—	—	—	55	20	—	N	Y
Wayne State Univ. Police, Mich.	—	—	—	—	—	29,942	—	28,035	18,366	22,966	16,072	22,966	4	Y	45	37½	22	Y	10	100%	100%	22	5,000	N	—	—	—	—	35	5	—	N	N
West Reading Co. Police, Pa.	—	18,764	—	—	—	—	—	16,850	—	—	10,432	15,775	—	Y	7	40	5-20	Y	12	100%	100%	15	25,000	Y	—	—	—	—	55	25	—	N	N
Williamson Co. Sheriff's Dept., Tenn.	—	—	15,500	15,500	14,400	14,400	13,300	13,300	13,500	13,500	11,000	12,500	1	N	20	50	10	N	10	\$250	100%	7	—	N	—	—	60%	—	50	10	—	N	Y
Winnebago Co. Police Ill.	—	—	31,043	—	27,594	—	25,085	—	17,869	22,805	13,803	19,908	10	Y	75	42	6-24	Y	13	\$250	—	30	2,000	—	48%	60%	70%	75%	55	20	—	N	N

*W*E ARE grateful to all those who assisted us in the compilation of the statistics in this survey. We hope that the information contained herein proves useful to you, and we invite your comments.

If you should desire any information concerning our Order, you can obtain it by writing to any of our National Officers, who are listed on the back cover, in care of the Police Department of their community.

Fraternally yours,

William R. Bannister

National Secretary

FRATERNAL ORDER OF POLICE

The Only National



Police Organization

FOUNDED MAY 14, 1915
IN PITTSBURGH, PA.

CHARTERED IN PENNSYLVANIA
NOVEMBER 17, 1915

PREAMBLE TO THE CONSTITUTION

We, the police officers of the United States and of the several states and political subdivisions thereof, as Representatives and Delegates of State and Subordinate Lodges, do hereby associate the Lodges we represent and the members thereof together for the following purposes:

To support and defend the Constitution of the United States; to inculcate loyalty and allegiance to the United States of America; to promote and foster the enforcement of law and order; to improve the individual proficiency of our members in the performance of their duties; to encourage social, charitable and educational activities among policemen; to advocate and strive for uniform application of the civil service merit system for appointment and promotion; to create a tradition of esprit de corps insuring fidelity to duty under all conditions and circumstances; to cultivate a spirit of fraternalism and mutual helpful-

ness among our members and the people we serve; to increase the efficiency of the police profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.

ARTICLE II — SECTION 2 OF THE CONSTITUTION

The Fraternal Order of Police is strictly non-sectarian, and shall have no affiliation, directly or indirectly, with any labor union, congress, federation or committee of like nature, or political action committee, or similar organization by whatever name known.

The Fraternal Order of Police shall not strike or by concerted action cause a cessation of the performance of the Police duties, or induce other members or lodges to do likewise. The penalty for such action by any member, or subordinate lodge, shall be immediate expulsion from the Fraternal Order of Police.

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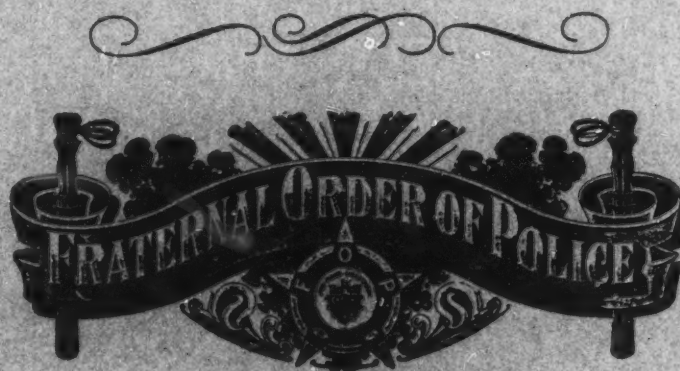
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